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ABSTRACT

The primary objective of this study was to determine whether or not there were differences in selected aspects of work commitment among rural low income adults who were employed, unemployed, or not in the labor force. Specific objectives of this doctoral thesis were: (1) to determine the social and economic characteristics of rural low income family units residing in a county of Vermont; (2) to determine whether or not rural low income adults from different levels of participation in employment differ significantly in family characteristics, personal characteristics, job seeking information, occupational preparation and assistance, desired occupational preparation, employment history, and work values; (3) to determine whether or not there was a significant relationship between work values of rural low income adults and selected variables. Behavioral and attitudinal findings of this study revealed rural low income adults experience numerous social and economic handicaps with respect to participation in employment. Despite the presence of these handicaps, they remain committed to work as a means of attaining extrinsic and intrinsic satisfactions. (Author/EA)

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A STUDY OF SELECTED FACTORS ASSOCIATED WITH THE PARTICIPATION IN EMPLOYMENT OF RURAL LOW INCOME ADULTS

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A STUDY OF SELECTED FACTORS ASSOCIATED WITH THE PARTICIPATION IN EMPLOYMENT OF RURAL LOW INCOME ADULTS

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THESIS

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TABLE OF CONTENTS

Page

I. INTRODUCTION. 1

Statement of the Problem 2

Orientation to the Problem 2

Definition of Terms. 4

Objectives of the Study. 6

The Variables. 7

Research Hypotheses. 15

II. REVIEW OF LITERATURE. 21

Concept of Commitment. 21

Factors Related to Work Commitment 24

Measuring Work Commitment. 28

Low Income Adults and Work Commitment. 37

III. EXECUTION OF STUDY. 49

Design of Study. 49

Pilot Study. 50

Population 51

Sample Selection 60

Instrumentation. 61

Interview Procedure. 73

Analysis of Data 74

Page

IV. FINDINGS. 77

A Descriptive Social and Economic Profile of a Sample of Rural Low Income Families Residing in a Rural County. 77

Factors Associated With Participation in Employment Differences Among Rural Low Income Adults. 89

Family Characteristics of Rural Low Income Adults. 94

Personal Characteristics of Rural Low Income Adults. 114

Job Seeking Characteristics of Rural Low Income Adults . . . 124

Occupational Preparation and Assistance of Rural Low Income Adults. 150

Desired Occupational Preparation of Rural Low Income Adults 164

Survey Week Employment History of Rural Low Income Adults 176

1967-1971 Employment History of Rural Low Income Adults. . . 187

Relationship of Work Values, Family Characteristics, Personal Characteristics, Job Seeking Information, Occupational Preparation and Assistance, and Employment History 223

V. SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS 235

Summary of Findings. 239

Limitations. 260

Conclusions. 261

Recommendations. 265

Suggestions for Further Research 268

REFERENCES CITED 269

APPENDIX

Page

A. FAMILY DATA INSTRUMENT. 279
B. PERSONAL DATA INSTRUMENT. 284
C. JOB SEEKING DATA INSTRUMENT 287
D. OCCUPATIONAL PREPARATION AND ASSISTANCE DATA INSTRUMENT . . 291
E. OCCUPATIONAL TRAINING DESIRED DATA INSTRUMENT 295
F. WORK HISTORY: SURVEY WEEK DATA INSTRUMENT. 298
G, WORK HISTORY: 1967-1971 DATA INSTRUMENT. 304
H. WORK VALUES INVENTORY INSTRUMENT. 308
I. WORK VALUES RELIABILITY COEFFICIENTS. 310
J. GEOGRAPHIC LOCATION OF FRANKLIN COUNTY, VERMONT 312
K. VARIABLE POVERTY INDEX. 314
L. COPY OF LETTER OF INTRODUCTION USED TO ENLIST ASSISTANCE WITH IDENTIFYING THE RURAL LOW INCOME POPULATION. 316
M. COPY OF LETTER OF INTRODUCTION USED WITH LOW INCOME ADULTS. 318
N. JOB SEEKING DESCRIPTIVE DATA. 320
O. OCCUPATIONAL PREPARATION AND ASSISTANCE DESCRIPTIVE DATA. . 325
P. DESIRED OCCUPATIONAL PREPARATION DESCRIPTIVE DATA 330
Q. SURVEY WEEK EMPLOYMENT HISTORY DESCRIPTIVE DATA 337
R. 1967-1971 EMPLOYMENT HISTORY DESCRIPTIVE DATA 350

VITA. 360

I. INTRODUCTION

During the past decade an increasing amount of public and private funds was committed to improving the occupational competence of adults with low incomes described as poor, culturally deprived, or disadvantaged. This commitment is based on a rationale that economic success in the labor market will move the less advantaged segment out of poverty. There remains a significant portion of the total adult population that continues to receive inadequate employment income. A significant proportion of the low income segment is located in rural areas.

Those who design programs to improve the occupational competence of low income adults may be assuming facts about the rural labor market experience which are unsubstantiated. There exists very little knowledge about the labor market experiences of the rural low income adult, particularly those experiences and attitudes which may influence his commitment to work.

Individuals and organizations responsible for planning, developing, and implementing educational programs to improve the employability of rural low income adults may need to know more about those determinants which seem to influence the amount of participation in the labor market. On the supply side of the rural labor market, what is the participation in employment of rural low income adults? Is their participation in employment influenced by particular family and personal factors? What job seeking information do they possess? What has been the influence of their occupational preparation and assistance? Do they desire occupational preparation? What has been the pattern of their recent employment history? What work values do they possess? Do rural low income adults differ in these attitudinal and behavioral aspects of work commitment? The primary objective of this study was to find answers to these and related questions.

Statement of the Problem

The purpose of this study was to determine whether or not there were differences in selected aspects of commitment to work among rural low income adults who were (1) employed, (2) unemployed, and (3) out of the labor force.

The dimensions of data collected for this study were as follows:

1. Family characteristics.
2. Personal characteristics.
3. Job seeking information.
4. Occupational preparation and assistance.
5. Desired occupational preparation.
6. Employment history.
7. Work values.

Orientation to the Problem

Our society provides few socially acceptable alternatives to a wage earning work role as a means of satisfying certain economic, social, and psychological needs (Maslow, 1954) for those adults who are thought to be eligible for work. There is a segment of the adult population designated by such terms as poverty, disadvantaged, or deprived, that do not experience the same degree of satisfaction from employment relative to the more advantaged segment. Level of income has been the primary factor used to identify the less advantaged adult population.

Low income families contain adults who tend to experience greater amounts of underemployment, unemployment, and nonparticipation in the labor market. Since these labor market experiences are thought to be reflecting occupational competence, remedial treatments have largely consisted of providing technical skill training for the low income adult (Levitan and Taggart, 1971). Some observers have questioned whether or not these experiences might also serve as evidence that the work ethic is no longer viable for this segment of the population.

Legislative programs mandated to alleviate the occupational frustrations of low income adults do not appear to include a proportionate share of rural low income adults (HEW Vocational Education Review Task Force, 1970; National Manpower Policy Task Force, 1969). A continued failure to reach this part of the low income population may indicate persons responsible for policy making and program planning, development, and implementation need more knowledge of factors which influence the rural low income adults' participation in employment (Life Skills, 1971).

There are a number of studies which have measured selected demographic, social, and psychological variables related to participation in the work force by rural adults. There has been much less emphasis on rural low income adults, particularly studies which attempted to derive measures of work commitment.

If a person is not committed to a work role as a primary means for achieving certain economic, social, and psychological goals, it seems less likely that he will participate in programs designed to improve his occupational competence as compared to persons who have such a commitment. If work commitment can be measured, then this knowledge could be useful to planners and practitioners responsible for improving the employability of rural low income adults. If there are differences in work commitment within the rural low income adult segment, then treatments may need to include this component where appropriate.

Definition of Terms

Commitment to work (work commitment): The degree to which the individual desires employment.

Dual heads: Two adults residing together who are jointly responsible by blood, marriage, or other arrangement for the welfare of the family unit.

Employed persons (U.S. Department of Labor, 1971): All respondents who did any work for pay or profit or who worked fifteen hours or more during the one-week survey period (survey week) as unpaid workers in a business operated by a family member. A person would also be classified as employed during the survey week if he did not work but had jobs or businesses from which he was temporarily absent.

Employment income: Income received as a direct result of employment.

Employment status: A respondent's classification as employed, unemployed, or not in the labor force.

Family (Wheaton, 1972): A group of two or more persons related by blood, marriage, or other arrangement, and residing together.

Family unit: A family or primary individual.

Farm residence: The housing unit for a family unit with one or more adult members producing crops/livestock for employment income.

Household (Wheaton, 1972): The person or persons who occupy a housing unit, e.g., a house, an apartment, or other separate living quarters.

Labor force: The sum of all persons classified as either employed or unemployed.

Nonemployment income: Income received which was not directly attributable to employment.

Nonfarm residence: All rural residences excluding farm residences.

Nonparticipants (U.S. Department of Labor, 1971): All respondents who were neither employed or unemployed.

Primary individual (Wheaton, 1972): A household head living alone or with persons all of whom are unrelated to him.

Rural area (Wheaton, 1972): Any area not classified as urban. An urban area is defined as an incorporated village or city containing 2500 or more inhabitants.

Rural low income adult: A person eighteen to sixty-five years of age who was not enrolled in a regular school program on a full-time basis and who was identified as a member of a rural low income family unit during the survey week.

Rural low income family: A rural family unit with a reported 1971 employment income that did not exceed an amount established by the Variable Poverty Index (U.S. Department of Commerce, 1971a) shown in Appendix K.

Single family head: An adult living alone or with other persons under age eighteen/over age sixty-five for whom he is responsible.

Survey week: The calendar week preceding the interview week.

Unemployed persons (U.S. Department of Labor, 1971): All respondents who did not work during the survey week but had made specific efforts to find a job during the four previous weeks and were available for employment during the survey week, were waiting to be recalled to a job from which they had been laid off, were waiting to report to a new job within thirty days, or would have been looking for work except they were temporarily ill.

Work force: This term is used synonymously with labor force.

Objectives of the Study

The primary objective of this study was to determine whether or not there were differences in selected aspects of work commitment among rural low income adults who were employed, unemployed, or not in the labor force. The specific objectives were as follows:

1. Determine the social and economic characteristics of rural low income families residing in a county of Vermont.
2. Determine whether or not rural low income adults who had different levels of participation in employment differ significantly in (a) family characteristics, (b) personal characteristics, (c) job seeking information, (d) occupational preparation and assistance, (e) desired occupational preparation, (f) employment history, and (g) work values.
3. Investigate whether or not factors selected from the following dimensions of data are significantly related to the work values of rural low income adults: (a) family characteristics, (b) personal characteristics, (c) job seeking information,

(d) occupational preparation and assistance, (e) desired occupational preparation, and (f) employment history.

The Variables

The major concern of this study was to seek the determinants of and to explain variations in work commitment among rural low income adults. The variables identified for the study were grouped by category within each dimension of the study as follows:

1. Family characteristics.
    - 1.1 Residence.
        - 1.1.1 Type of dwelling.
        - 1.1.2 Location of residence.
        - 1.1.3 Access highway classification.
        - 1.1.4 Access highway surface.
        - 1.1.5 Condition of residence.
        - 1.1.6 Type of ownership.
        - 1.1.7 Presence of household conveniences.
    - 1.2 Farm business.
        - 1.2.1 Farm classification.
        - 1.2.2 Size of the farm business.
        - 1.2.3 Farm business enterprises.
    - 1.3 Family size.
        - 1.3.1 Number of pre-school children.
        - 1.3.2 Number of school-age children.
        - 1.3.3 Number of children

- 1.3.4 Number of adults.
- 1.3.5 Number of persons.

1.4 Family mobility.

- 1.4.1 Number of years at the current address.
- 1.4.2 Location of previous address.
- 1.4.3 Number of years at the previous address.
- 1.4.4 Distance of the last geographic move.
- 1.4.5 Reason for the last geographic move.

1.5 Ancestry.

- 1.5.1 Race.
- 1.5.2 Incidence of a spoken foreign language.

1.6 Family income.

- 1.6.1 Number of adults contributing cash income.
- 1.6.2 Number of adults contributing noncash services,
- 1.6.3 Contributions to family income received from family members not living with the family unit.
- 1.6.4 Amount of 1971 wage and salary income.
- 1.6.5 Amount of 1971 business enterprise income.
- 1.6.6 Amount of 1971 total employment income.
- 1.6.7 1971 nonemployment income.

2. Personal characteristics.
   - 2.1 Sex.
   - 2.2 Age.
   - 2.3 Marital status.

2.4 Current employment status.
  2.4.1 Self description of employment status.
  2.4.2 Employment status classification.
2.5 Health and physical condition.
  2.5.1 Self-rating of the effect of health on kind of work.
  2.5.2 Self-rating of the effect of health on amount of work.
  2.5.3 Number of health and physical constraints.

3. Job seeking information.
  3.1 Current job search interest.
    3.1.1 Seeking employment.
    3.1.2 Reason for not seeking employment.
  3.2 Current job search activity.
    3.2.1 Number of weeks spent searching.
    3.2.2 Sources of job information cited.
    3.2.3 Amount of employment sought.
    3.2.4 Purpose of seeking employment.
    3.2.5 Amount of contact with selected sources of job information.
  3.3 Contact with selected sources of job information.
    3.3.1 Use of a state employment office.
    3.3.2 Use of a private employment agency.
    3.3.3 Use of direct employer contact.
    3.3.4 Use of friends and relatives.
    3.3.5 Use of help wanted advertisements.
    3.3.6 Use of placing an employment wanted advertisement.

3.4 Amount of help provided by selected sources of job information.
    3.4.1 Rating of a state employment agency.
    3.4.2 Rating of a private employment agency.
    3.4.3 Rating of direct employer contact.
    3.4.4 Rating of friends and relatives.
    3.4.5 Rating of help wanted advertisements.
    3.4.6 Rating of placing an employment wanted advertisement.
3.5 Job refusal.
    3.5.1 Refusal of a job offer.
    3.5.2 Reason for refusing a job offer.
    3.5.3 Number of years since most recent job refusal.

4. Occupational preparation and assistance.
    4.1 School attendance.
        4.1.1 Number of years of school attendance.
        4.1.2 High school curriculum.
    4.2 Amount of post-school education/training activities.
        4.2.1 Number of activities started.
        4.2.2 Number of activities completed.
        4.2.3 Reason for noncompletion.
        4.2.4 Mean weeks participation.
        4.2.5 Amount of help provided by participation in education/training activities.
        4.2.6 Number of years since last activity.
    4.3 Amount of occupational assistance received from selected public agencies.

- 4.3.1 Rating of Franklin County Extension services.
- 4.3.2 Rating of University of Vermont services.
- 4.3.3 Rating of Franklin County Soil Conservation Service.
- 4.3.4 Rating of Franklin County Forester's office services.
- 4.3.5 Rating of St. Albans Area Vocational Center services.
- 4.3.6 Rating of Vermont Employment Security Office services.

4.4 Amount of contact with selected public agencies during 1971:
- 4.4.1 Franklin County Extension Service.
- 4.4.2 University of Vermont.
- 4.4.3 Franklin County Soil Conservation Service.
- 4.4.4 Franklin County Forester's office.
- 4.4.5 Area Vocational Center, St. Albans.
- 4.4.6 Vermont Employment Security Office.

5. Desired occupational preparation.

5.1 Interest in educational/training activities during 1971.
- 5.1.1 Awareness of activities available to adults during 1971.
- 5.1.2 Interest in participation.
- 5.1.3 Reason for nonparticipation.
- 5.1.4 Reason for no interest in participation.

5.2 Current interest in occupational preparation.

5.3 Anticipated constraints to participation in occupational preparation.

5.4 Distance willing to travel for desired occupational preparation.

5.5 Preferred time of day for occupational preparation programs.

5.6 Interest in serving on an advisory group for adult education.

- 5.6.1 Amount of previous participation.
- 5.6.2 Previous invitations received to participate.
- 5.6.3 Current interest.

6. Employment history: survey week.

- 6.1 Number of jobs.
  - 6.1.1 As an employee.
  - 6.1.2 Self-employed. ✓
- 6.2 Actual hours employment.
  - 6.2.1 Number of hours with a regular job.
  - 6.2.2 Number of hours with other employment.
- 6.3 Number hours usual weekly employment.
- 6.4 Part-time employment.
  - 6.4.1 Reason for less than thirty-five hours during survey week.
  - 6.4.2 Reason for usual work week under thirty-five hours.
- 6.5 Weekly employment income.
  - 6.5.1 Amount of weekly employment income.
  - 6.5.2 Amount of noncash benefits.
  - 6.5.3 Amount of other employment income.
- 6.6 Current nonemployment income.
- 6.7 Current (last) occupation.
  - 6.7.1 Number of years with this employer.
  - 6.7.2 Industry classification.
  - 6.7.3 Class of worker.
  - 6.7.4 Major occupation group.

- 6.7.5 Major occupation category.
- 6.7.6 Vocational-technical education category.

6.8 Reason for survey week job absence.

6.9 Seeking employment.

- 6.9.1 Reason for current unemployment.
- 6.9.2 Reason for leaving last job.
- 6.9.3 Number of weeks since last employment.

6.10 Homemaker.

- 6.10.1 Number of years since last employment.
- 6.10.2 Reason for current nonparticipation.
- 6.10.3 Interest in part-time employment.
- 6.10.4 Interest in full-time employment.
- 6.10.5 Required hourly wage.

6.11 Reason for not being able to work.

6.12 Labor force withdrawal.

- 6.12.1 Reason for current nonemployment.
- 6.12.2 Reason for leaving last job.
- 6.12.3 Number of weeks since last employment.

7. Employment history: 1967-1971.

7.1 Number of weeks employment.

7.2 Number of employers.

7.3 Occupational mobility.

- 7.3.1 Number of industries.
- 7.3.2 Class of worker movement.
- 7.3.3 Major occupation group movement.
- 7.3.4 Major occupation category movement.

- 7.4 Number of hours weekly employment.
- .5 Amount of weekly employment income.
- 7.6 Number of weeks nonemployment.
    - 7.6.1 Economic conditions.
    - 7.6.2 Lost/quit a job.
    - 7.6.3 Health factors.
    - 7.6.4 All factors
- 7.7 Number of years nonemployment income.
- 7.8 Best job held.
    - 7.8.1 Type of employment.
    - 7.8.2 Occupational classification.
    - 7.8.3 Kinds of job satisfactions.
    - 7.8.4 Reason for more recent employment which differs from best job held.

8. Work values.
    - 8.1 Creativity.
    - 8.2 Management.
    - 8.3 Achievement.
    - 8.4 Surroundings
    - 8.5 Supervisory relations.
    - 8.6 Way of life.
    - 8.7 Security.
    - 8.8 Associates.
    - 8.9 Esthetics.
    - 8.10 Prestige.

8.11 Independence.

8.12 Variety.

8.13 Economic return.

8.14 Altruism.

8.15 Intellectual stimulation.

Research Hypotheses

There were nine research hypotheses identified for this study. Hypotheses 1-8 are intended to accomplish the second objective of the study, and Hypothesis 9, the third objective.

Hypothesis One

There will be significant differences in family characteristics among rural low income adults grouped according to their participation in employment. The variables to be tested were as follows:

1. Number of children.
2. Number of persons.
3. Number of years at the current address.
4. Location of previous address.
5. Reason for the last geographic move.
6. Amount of 1971 wage and salary income.
7. Amount of 1971 total employment income.
8. 1971 nonemployment income.

Hypothesis Two

There will be significant differences in personal characteristics among rural low income adults grouped according to their participation in employment. The variables to be tested were as follows:

1. Age.
2. Self-rating the effect of health on kind of work.
3. Self-rating the effect of health on amount of work.
4. Number of health and physical constraints.

Hypothesis Three

There will be significant differences in job seeking information among rural low income adults grouped according to their participation in employment. The variables to be tested were as follows:

1. Seeking employment.
2. Reason for not seeking employment.
3. Use of state employment office.
4. Use of direct employer contact.
5. Use of friends and relatives.
6. Use of help wanted advertisements
7. Rating of a state employment agency.
8. Rating of a private employment agency.
9. Rating of direct employer contact.
10. Rating of friends and relatives.
11. Rating of help wanted advertisements.

12. Rating of placing an employment wanted advertisement.
13. Refusal of a job offer.

Hypothesis Four

There will be significant differences in occupational preparation and assistance among rural low income adults grouped according to their participation in employment. The variables to be tested were as follows:

1. Number years of school attendance.
2. Number of post-school educational/training activities started.
3. Number of post-school educational/training activities completed.
4. Amount of help provided by participation in post-school educational/training activities.
5. Rating of Franklin County Extension services.
6. Rating of University of Vermont services.
7. Rating of Franklin County Soil Conservation Service.
8. Rating of St. Albans Area Vocational Center services.
9. Rating of Vermont Employment Security office services.

Hypothesis Five

There will be significant differences in desired occupational preparation among rural low income adults grouped according to their participation in employment. The variables to be tested were as follows:

1. Awareness of educational/training activities available to adults during 1971.
2. Current interest in occupational preparation.

3. Anticipated constraints to participation in occupational preparation.
4. Preferred time of day for occupational preparation programs.
5. Interest in serving on an advisory group for adult education.

Hypothesis Six

There will be significant differences in the survey week employment history among rural low income adults grouped according to their participation in employment. The variables to be tested were as follows:

1. Number of hours of actual employment.
2. Number hours usual weekly employment.
3. Amount of weekly employment income.
4. Current nonemployment income.

Hypothesis Seven

There will be significant differences in the 1967-1971 employment history among rural low income adults grouped according to their participation in employment. The variables to be tested were as follows:

1. Number of weeks employment.
2. Number of employers.
3. Number of industries.
4. Number of hours weekly employment.
5. Amount of weekly employment income.
6. Number of weeks nonemployment attributed to economic conditions.
7. Number of weeks nonemployment attributed to lost/quit a job.

8. Number of weeks nonemployment attributed to health factors.
9. Number of weeks nonemployment attributed to all factors.
10. Number of years nonemployment income.
11. Best job held.

Hypothesis Eight

There will be significant differences in the work values as measured by the Super *Work Values Inventory* among rural low income adults grouped according to their participation in employment. The work values to be tested were as follows:

1. Creativity.
2. Management.
3. Achievement.
4. Surroundings.
5. Supervisory relations.
6. Way of life.
7. Security.
8. Associates.
9. Esthetics.
10. Prestige.
11. Independence.
12. Variety.
13. Economic return.
14. Altruism.
15. Intellectual stimulation.

Hypothesis Nine

There will be a significant relationship among factors selected from the following dimensions of data and the work values of rural low income adults: (a) family characteristics, (b) personal characteristics, (c) job seeking information, (d) occupational preparation and assistance, (e) survey week employment history, and (f) 1967-1971 employment history.

II. REVIEW OF LITERATURE

A search of literature relevant to work commitment disclosed the role of work in our society has been the subject of numerous studies and comments. Most investigators who have examined the role of work agree it is the principal means to attaining satisfactions of certain economic, social, and psychological needs for most adults under retirement age (Ellis, Lane, and Olsen, 1969; Evans, 1971; Havighurst, 1966; Macarov, 1970; Pavalko, 1971; Super, 1970a; Tiffany, Cowan, and Tiffany, 1970; Wolfbein, 1964). These goals of work are also related to the American work ethic. In his review of the concepts of work pertinent to the work ethic, Macarov (1970) found work patterns are guided by such precepts as: everyone who possibly can should work; work ensures essential mental health and physical well-being; and work is necessary for a smooth functioning society.

Although there have been numerous studies designed to measure a commitment to work, the literature search failed to reveal whether or not there were differences among rural low income adults in America.

Concept of Commitment

The concept of commitment focuses on the nature of attitudes and behavior. Most investigators who have explored the phenomenon of attitudes will only agree that they appear to be learned (Fishbein, 1967). Doob (in Fishbein, 1967) considers the strength of attitudes to be nearly as ambiguous as the concepts of attitudes. In his review of attitude research and theory, Triandis (1971) defined an attitude as "an idea charged with emotion which predisposes a class of actions to a particular class of social situations [p. 2]."

The function, components, component independence, relationship to behavior, and commitment aspects of attitudes identified in the Triandis (1971) review may be summarized as follows:

1. Attitudes function to organize the environment, to protect self-esteem, to adjust to the environment, and to express values [pp. 4, 25, 97-99].
2. Attitude components consist of cognitive categorization, affective evaluations, and behavioral intentions [pp. 3, 8-12, 101-117].
3. Attitude theorists consider the relationship between attitude components as either interrelated, independent, or some combination of the two. Triandis believes the attitude components are independent [pp. 60-65]. Component independence implies each attitude component may change independently of the other two components. The notion of independence is based on component formation where each component has appeared to be influenced by different categories of variables.

   Formation of the cognitive component by categorization is a process where a variety of environmental characteristics or social events are considered identical for purposes of perception. These numerous cognitive categories seem to be internally organized into both a horizontal level of discrimination and a vertical level of abstraction.

Formation of the affective component concerns how a person feels about a category. The presence of either a positive or negative emotion may be related to both the frequency of exposure to a cognitive category and an evaluation of satisfactions experienced.

Formation of the behavioral intentions component is strongly influenced by social norms "ideas held by a group of people concerning what is correct or incorrect behavior [p. 115]." These generally proscriptive norms define relations within groups and to other groups.

4. A direct relationship between attitudes and behavior appears to be weak where behavior is influenced by what an individual would like to do (attitude), by what he believes he should do (norms), by what he has done in similar situations (habits), and by expected consequences of behavior (reinforcement) [pp. 14, 16]. Within this context, an attitude encompasses a single category or element while behavior includes several elements. When these four elements of behavior are consistent with each other, then there would likely be a consistency between attitude and behavior. Sources of inconsistency include whether or not a person believes his own behavior will determine a course of action; a perceived difficulty to initiating a behavior; conflicts arising between attitudes and norms; and the presence of the means necessary to implement a behavior. Attitudes do not appear to be a necessary or sufficient cause for behavior. They may be more in the nature of a contributing cause [p. 25].

5. A commitment to certain behavioral outcomes may be related to whether or not a positive or negative reward is experienced in association with an attitude object. Incentives for subsequent commitment will likely be reflected by the supportive nature of the environment [p. 82].

Evans (1971, pp. 129-130) has identified four stages of commitment which are associated with how a worker views himself relative to the industrial work force:

1. Uncommitted--takes employment for a specific, temporary purpose.
2. Semicommitted--strong ties with nonindustrial life.
3. Generally committed--accepts the fact he must sell his labor.
4. Specifically committed--by enterprise or occupation.

Employer experiences with some NAB-JOBS participants (Myers, 1971; NeMore and Mangum, 1969) who never adjusted to an industrial work environment may be reflecting a particular commitment stage.

Since a commitment attribute is of a dynamic nature, an understanding of a commitment to work requires identification of those attitudinal and behavioral factors which influence this commitment.

Factors Related to Work Commitment

Tiffany et al. (1970) have distinguished between work and job. To these authors, work is "closely linked to one's approach to life which may or may not parallel job demands [17]." A job is considered to be organizational and can more readily be defined by objective, external criteria.

A job or occupation provides varying degrees of economic, social and psychological rewards for the individual. Social stratification offers an explanation for an unequal reward structure associated with different occupations (Roach, Gross, and Gursslin, 1969). The theory of functionalism purports that institutionalized inequality is necessary (Davis, in Roach _et al_., 1969) since there are occupations which a society considers more important than others for its maintenance and survival.

As not all occupations are equally pleasant or equally important (Wrong, in Roach _et al_., 1969), stratification occurs through a distribution of incentive rewards believed necessary to insure the placement of the best qualified persons in the most important positions. A relative ranking of occupations would be based on perceived social importance and training requirements. A particular scale of rewards would also function to shape individual expectations and aspirations.

Buckley (in Roach _et al_., 1969) and Roach _et al_., (1969) were critical of this theory for not addressing itself to the issue of equality or inequality of opportunity. Wrong (in Roach _et al_., 1969) suggested this was not a valid criticism as long as a society continues to believe there are occupations more important to its survival than others. The degree of unequal rewards and functional importance should be separate issues.

A concept of careers described by Glaser (1968) will also influence work commitment. Glaser explains that organizations obtain work from individuals by offering some form of career pattern within their structures. Within this context, economic rewards, working conditions, and prestige are distributed according to career level. With a commitment orientation which is either occupational or organizational (Glaser, 1968), individuals work to advance their careers (Wilensky, in Glaser, 1968).

The concept of careers also implies movement (Pavalko, 1971) in both vertical and horizontal directions (A Study of Career Ladders, 1970). A vertical scale is associated with a system of status and prestige while horizontal movement is associated with changes in work activity. Pavalko (1971) distinguished between status and prestige. Status is associated with level of education and income while prestige remains a relatively stable, perceptual, evaluative ranking of occupations.

An individual's concept of his career (Krause, 1971; Roth, 1968) is time ordered according to past work history, present occupation, and future aspirations and expectations. For most of the professions, careers are cumulative. Blue-collar workers are more likely to consider their work careers in terms of job continuity and seniority (Chinoy, 1970). For the semiskilled and unskilled, (Pavalko, 1971) seniority has been the primary means used for career differentiation.

Studies, e.g. (Ellis, et al., 1969), indicate that occupations are consistently the highest correlate of social status. Job mobility has been a common device used to evaluate worker moves. Pavalko (1971) maintained occupational movements are derived from a decision-making process. Such decisions appear to be made either on a rational basis or by drifting where perceived alternatives become eliminated. Economic theory (Parnes, Fleischer, Miljus, and Spitz, 1968) suggests that workers change jobs in response to more attractive alternatives. Actual job movement reflects an interaction of ability to change, willingness to change, and knowledge that a movement will produce specific results.

Evans (1971) reports that increasing levels of commitment to the work force will likely be associated with increased skill development. Even with a generally high rate of payoff to education (Ribich, 1968), many individuals undertake less educational investment in themselves than is warranted. Obviously, trained workers are essential to most employers. However, investment by industry in human capital requires a different set of decisions than for other investments (Ribich, 1968) since human resource investments are neither tangible to or resaleable by the company (Bishop, 1965). With real costs attached to training, Evans, Mangum, and Pragan (1969); Evans (1971) described four options industry uses to acquire trained workers:

1. Employer training.
2. Hire trained workers from another company.
3. Rely on the worker to train himself.
4. Rely on the worker and the public to pay training costs.

In practice these options are used in varying combinations. Where the private employor assumes the training costs, a prospective employee is apt to be judged by how trainable he is. Many employers associate level of education and age with presumed learning ability (Bishop, 1965; Myers, 1971; Saltzman, 1969).

Tiffany _et al_., (1970) have pointed to the unemployment cycle experienced by many low skill workers as a possible contributor to work attitudes. Spotty work records meant less desirable workers to many employers. Where unemployment becomes cyclical for an individual, it seems likely he could develop a negative attitude toward work. It should be remembered that unemployment is not a phenomenon unique to the unskilled. Holt, MacRae, Schweitzer, and Smith (1971) reported an average job tenure of twenty months for the total labor force. Aggregate demand policies may also have a considerable effect on the nature of unemployment.

A perceived structure of occupations will tend to influence individual aspirations and expectations for economic, social and psychological satisfactions from the work role. The attitudes and behaviors formed by the rewards received from work and a perception of prevailing means available to the individual to acquire greater satisfactions through a work role will likely influence a level of work commitment.

Measuring Work Commitment

A direct measure of labor force participation is commonly used as a dependent variable while selection of independent or explanatory variables differs with the purpose of the study relative to the labor market problem identified. An obvious measure of work commitment is the amount of direct participation in the labor force (Clague, 1969; Holt _et al_., 1971; Wolfbein, 1964). These demographic analyses normally explain participation rates by education, sex, place of residence, age, and race. A somewhat different measure of work commitment is reported by Parnes, Egge, Kohen, and Schmidt (1970a); Parnes, Shea, Spitz, and Zeller (1970b). Their measure consisted of response categorization to the question: "If, by some chance, you were to get enough money to live comfortably without working, do you think that you would work anyway?" Positive responses were considered to be indicative of a strong commitment to work. Men forty-five to fifty-nine years of age (Parnes _et al_., 1968) who made positive responses to this question were more likely to have acquired more formal school education and post-school occupational training. Women (Parnes _et al_., 1970b) with similar positive response patterns had acquired more experience in the labor market.

Macarov (1970) has reported on research findings and information pertinent to work incentives. He concludes that research on work incentives has provided little knowledge to date. There were conflicting views on whether or not an incentive is an attitude or behavior. Macarov proposes the following tentative generalizations with respect to the low income population:

1. Jobs available to the poor rarely offer either financial reward or social prestige; Piore (1969) has called this the secondary labor market. Logically, there is no reason why the poor should prefer these jobs to an income guarantee.
2. The employment situation in the U. S. during World War II may indicate motivation to work is not a problem if work is available which pays well and offers a feeling of doing something useful.
3. A view which explains the difference between nonpoor and poor principally in terms of level of income postulates that increased income will make the poor more like the nonpoor [pp. 138-150].

Although the experience of unemployment is a fairly widespread phenomenon, the character of individual unemployment may be reflecting certain personal, job, and economic variables (Ullman, in Weber _et al_., 1969). Kohen and Parnes (1971) found that an individual's knowledge of the labor market reduced the length of his unemployment. Men eighteen through twenty-four years of age who had dropped out of school prior to high school graduation and who received high scores on a labor market information measure did not experience appreciably more unemployment than their high school graduate age equivalent. Kohen and Parnes conclude that a greater amount of labor market knowledge improves the efficiency of the job search.

Sheppard and Belitsky (1966) conducted an eighteen-month follow-up study with a sample of blue collar workers who had previously registered with a state employment office located in a medium size city. Some of their findings were:

1. Older workers and young females experienced more difficulties in locating a job.
2. The incidence of re-employment increased with level of education.
3. Married men were less likely to experience unemployment.
4. Male re-employment status was positively related to the number of dependents.
5. Even with some recovery in general economic conditions, older workers had benefited least as measured by length of unemployment and wage rates.
6. Older workers received fewer services from the state employment service.
7. Those still unemployed reported turning down few job offers.
8. When call-backs were eliminated from the sample, the length of unemployment was related to certain job seeking activities.

Friends and relatives and newspapers were most often cited as sources of job information. The state employment service was significantly more important to women workers while friends and relatives appeared to be more important to unskilled workers. When respondents were asked to evaluate selected job finding sources, direct company contact and the state employment service overshadowed friends and relatives. An examination of actual job attainment by source found friends and relatives to be the more effective and newspapers, least effective.

Further analysis revealed those who were not called back to their last employment tended to underestimate the real effectiveness of friends and relatives and to overestimate state employment service and direct company application effectiveness. Unskilled workers were more realistic in estimating the effectiveness of each of these sources.

Sheppard and Belitsky also concluded that job interview anxiety may be related to certain job seeking activities. The level of anxiety was positively related to the number of dependents and inversely related to age. Individuals with higher levels of anxiety were more likely to use the state employment service. The authors reported there did not appear to be any significant relationship between anxiety level and job-finding success although those who were still unemployed and possessed a low level of anxiety were most optimistic concerning re-employment.

Tiffany et al., (1970) found that when an individual believed he was a victim of external forces, he was more likely to experience unemployment. They concude that the length of unemployment may be reflecting an avoidance behavior.

The current body of literature about occupational aspirations and expectations relates primarily to the school population (Edington and Tamblyn, 1968; Hernandez and Picou, 1969; Little, 1970; Osborne, 1965). Kuvlesky (1970) found little evidence to demonstrate how the dynamics of occupational aspirations and expectations change through early adulthood and beyond.

Haller and Miller (1967) suggest occupational aspirations are attitudes which they define as "a personal orientation to action with respect to a social object [p. 9]." Within this context, aspirations are goal oriented and reflect a personal value orientation. Aspirations may become a source of personal motivation where energy is mobilized and directed toward a desired object.

Kohen and Parnes (1971) report aspirations become more realistic with age for a national sample of male youth through age twenty-six. The most significant explanatory variable appeared to be experiences in the labor market.

The extrinsic-intrinsic nature of work attitudes has been a subject for empirical study since the turn of the century (Centers and Bugental, 1970; Herzberg, Mausner, Peterson, and Capwell, 1957; Kimmel, 1969, Robinson, Athanasion, and Head, 1969). A review of earlier research (Herzberg _et al_., 1957) led Herzberg, Mausner, and Snyderman (1959) to hypothesize that work satisfactions and dissatisfactions were not located along a single continuum. Herzberg _et al_., concluded that satisfier and dissatisfier phenomena exist.

Herzberg's (1966) motivation-hygiene theory of job attitudes is based on the dual nature of man's basic psychological and physical needs. Hygiene-needs factors, e.g., supervision and working conditions, are found in the work environment and will act as dissatisfiers if absent. Elimination of dissatisfiers will have little effect on increased motivation. Motivation-needs factors, e.g., achievement and responsibility, are found in the work content and will act as satisfiers if present. Absence of these satisfiers does not necessarily cause dissatisfaction if the hygienic needs are being met. Reporting on nine other studies which present similar findings, Herzberg concludes that these two aspects of work attitudes are independent of each other and operate in opposite directions. He also concluded there did not seem to be any significant differences by age, job classification, education, or personality characteristics along these two suggested separate dimensions of job attitudes.

Parnes _et al_., (1968); Parnes _et al_., (1970b); Parnes _et al_., (1971); Zeller, Shea, Kohen, and Meyer (1970) explored the intrinsic-extrinsic nature of motivation to work. With men forty-five to fifty-nine years of age, Parnes _et al_., (1968) found an apparent relationship to occupational level. White collar workers were more likely to cite an intrinsic value, e g., "like my work," than blue collar workers. Krause (1971) found evidence to conclude that blue collar factory workers singled out the social relationship of the work environment as the most positive aspect of work.

Women labor force participants who were thirty to forty-four years of age (Parnes _et al_., 1970b) were more likely to report "like my work" than to choose the extrinsic value of wages. The importance of wages was positively related to economic need. Women highly satisfied with their jobs were more likely to cite an intrinsic factor, a relationship that also held for younger women (Parnes _et al_., 1971). These investigators concluded a high level of job satisfaction was positively related to intrinsic work values.

A phenomenon of job satisfaction exhibiting a U-shaped curve was observed across all samples although older men workers (Parnes _et al_.,

1968) appeared to be less dissatisfied with their current jobs. This latter finding was not unexpected as there is a possibility few older workers could psychologically admit occupational failure at this stage in their work life.

Indik (1966) has attempted to measure motivation to work based on an approach-avoidance aspect of motivation. Indik proposed motivation to work minus motivation to avoid work would yield a residual potential behavior toward work. His sample consisted of persons who had previously registered for MDTA training, and he reports not being able to collect data on about one-half of these people for a variety of reasons. Indik found the motivational characteristics which seemed to facilitate employment were not necessarily the motivational characteristics that facilitated success in training. He also found that employed MTDA dropouts were more likely to receive higher scores on motives to work than MDTA completers. A review of his data shows that more of the completers were women.

Job attachment, essentially a measure of employer attachment (Parnes *et al*., 1968), showed a positive and consistent relationship to length of service. Wages appeared to have a greater influence on job attachment for younger male workers (Kohen and Parnes, 1971). Workers who changed employment increased their earnings more than the nonchangers. Parnes *et al*., (1971) also found job attachment to be somewhat weaker with younger women.

During a twelve-month period, 10 percent of the older male workers had shifted employers (Parnes *et al*., 1970a). This figure did not account for any moves into self-employment. Nearly three-fifths of these moves were voluntary. The probability of an employer shift was inversely related to length of service.

Even though occupational preparation measures have been positively correlated with income, Johnstone and Rivera (1965) found most adult education was primarily a middle and upper class phenomenon. They concluded that the low income population segment was least likely to turn to this type of activity as a means for self-development.

Kohen and Parnes (1971) found a negative relationship between post-school occupational training activities and unemployment for young males who did not complete high school. The relationship was reversed for those who did complete high school.

The amount of occupational training since regular school attendance was positively related to the mean number of weeks in the labor force for women thirty to forty-four years of age (Parnes _et al_., 1970b). The effect of additional training on younger women (Parnes _et al_., 1971) was to decrease the incidence of unemployment.

Johnstone and Rivera (1965) found a desire to participate in adult education was associated with readiness, perception of occupational future, age, and education. Respondents who had at some previous time either thought about taking a course or had engaged in some recognized form of post-school educational activity were more likely to be currently interested in adult education. A positive interest in adult education was negatively correlated with age and positively correlated with level of education. A person's perception of his occupational future had a greater effect than age on interest in adult education. The authors also noted that persons without any previous adult education activity were more likely to want adult education if they experienced social contact with those who had a record of previous participation.

Women in the Labor Force

Even though it is socially acceptable for women not to participate in the labor force (Parnes *et al.*, 1970b), females have been entering the work force in ever increasing numbers (Ginzberg, 1969). The U. S. Department of Commerce (1971d) reports over one-third of the civilian labor force in 1970 was comprised of women. The incidence of working mothers increased from about 27 percent in 1960 to more than 40 percent by 1970.

Married women tend to be faced with different constraints to employment than married men. Participation in the labor force by married women thirty to forty-four years of age (Parnes *et al.*, 1970b) was adversely affected by the presence of young children; inversely related to the level of the husband's income and her position in the occupational hierarchy; and positively related to her level of educational attainment. Parnes *et al.*, (1971) reported similar findings for younger women with the exception that level of education appeared to have less effect on participation with this age group.

The general attitude held toward working mothers and a perception of the husband's attitude toward having his wife work also influenced participation in the labor force. The latter attitude seemed to have a stronger influence on older women (Parnes *et al.*, 1970b) than on younger women (Parnes *et al.*, 1971).

One-half of the older women sample were employed, three-fifths in white-collar occupations (Parnes *et al.*, 1970b). Younger women (Parnes *et al.*, 1971) were also more likely to be working in white-collar jobs. Married women in the older sample had experienced some slippage in occupational status from first to current job. Marriage and childbearing were related to this slippage. Despite poor earnings and very little career progression relative to males, 95 percent of those working expressed favorable attitudes toward their jobs.

These measures of work attitudes and behaviors indicate they could serve as real obstacles to effective participation in the work force. Kimmel (1969) cautions "determinants and consequences [of attitudes] are complex and as yet relatively unanalyzed, phenomena [p. 22]."

Low Income Adults and Work Commitment

Concept of Rural Low Income Adults

Such terms as disadvantaged, low income, poverty, and socioeconomic handicaps appear throughout the numerous legislative acts designed to improve the relative socioeconomic aspects of the economically poor. (Committee on Education and Labor, 1969) Synonymous use of these terms serves to conceal disagreement on what they embody (Gordon, 1969; Spiegleman, 1969). Ribich (1968) contends poverty is an economic condition arrived at by social consensus. The poor do lack money (Jordan, 1970; Macarov, 1970), but poverty usually connotes more than lack of income (Blum and Rossi, 1968).

One connotation associated with the economically poor has been a culture of poverty. A notion of a culture of poverty seems to be related to whether or not social classes are thought of as real groups or statistical strata (Coleman, 1969; Roach et al., 1969). Where classes are assumed to be substantive (Gross, 1969), then groups will possess separate and distinct characteristics or social attributes. Gross describes a classificatory concept as constructing class intervals according to the degree to which individuals possess a certain assumed continuous variable. Gross concludes that a selection of an approach to use depends on the purposes of the research as "there is no absolutely true or correct meaning of social classes [p. 84]."

Coleman (1969) defines culture as "an integrated system of norms or prescribed behaviors which a population shares [p. 96]." To demonstrate cultural differentiation between strata requires a disparate population each having a separate, integrated system of norms.

The National Commission on Rural Poverty (1967) took the position that the poor are a distinct group as evidenced by loss of all hope for the future. Tiffany et al., (1970) referred to this phenomenon as loss of self-direction, an attitude which is related to a general lack of motivation to acquire the requisite skills needed to earn a decent living.

Macarov (1970); Rossi and Blum (1968) argue an assumption of a culture peculiar to the poor can be made only on tenuous grounds; the poor do subscribe to a majority of the general societal values. The difference between the poor and nonpoor is in the nature of available opportunities to achieve these value goals. Macarov (1970) believes both the poor and nonpoor have the same incentives to work: to acquire satisfiers. The poor have experienced more difficulty in attaining satisfiers from work where level of attainment is related to motivation, ability, and opportunity.

According to Rossi and Blum (1968) more attention has been directed toward defining and measuring socioeconomic status (SES) than toward explaining why SES is such an important variable. Their review of the conceptual positions of social stratification found a convergence on occupation, income, and education indicators. However, the use of these indicators in explanatory models has been generally inadequate. They contend occupational differences strongly reflect educational differences, and very limited information is available about the direct effects of income.

Treating the poor as a separate group is also related to a need by our society for a rationale for its reform programs (Rossi and Blum, 1968; Ryan, 1971). This rationale assumes something must be wrong with the person who is poor, and programs are required to rehabilitate him.

Blum and Rossi (1968); Rossi and Blum (1968) conclude there is considerable information available which explains the differences among socioeconomic groupings, but very little is known about why such differences exist. There is also general agreement that the poor exhibit a wide variety of disabilities which are manifested by level of income.

As a definition of who are the poor seems to be an unresolved problem, level of income is assumed to be the basic criterion which will identify families experiencing poverty (National Advisory Commission on Rural Poverty, 1967). The establishment of an income poverty line of $3,000 (Ribiche, 1968) was further evidence of the conflicting views of poverty. The establishment of a poverty line also seems to determine how many persons will be counted as poor (National Advisory Commission on Rural Poverty, 1967). A poverty line can also serve as a criterion to measure change from poverty to nonpoverty. Parnes _et al._, (1970a) reported considerable movement in both directions across the poverty line. In 1970, the U.S. Department of Commerce (1971d) reported there were 25.5 million persons living in families with annual incomes under $3,000. Criticisms of a single poverty income line

(Ribich, 1968) led to the development of a variable poverty index (U.S. Department of Commerce, 1971c) which accounts for more variables.

The concept of rural has been employed by the Census Bureau since 1910 (USDA, 1966) as a means to differentiate a segment of the general population. In a political context, "rural" apparently means different things to different people as exemplified by the discrepancies in deriving a rural population. Where density is the criterion (USDA, 1966), a derived population will be different than if economic activity measures are included (Fuller, 1970; Hathaway, Beegle, and Bryant, 1968). Proponents of the latter view point out that level of rural incomes is a distinctive characteristic which is related to proximity to an urban industrial concentration defined as a standard metropolitan statistical area (SMSA). Although a rural population may be defined by some combination of density and economic activity, Fuller (1970) has challenged the notion that there is something inherently particular or peculiar about rural residents.

The task of identifying the rural low income population is more difficult than the identification of the urban low income group (Phipps, Thomas, and Williams, 1970; U.S. Department of Health, Education, and Welfare, 1970). The National Commission on Rural Poverty (1967) attributed this difficulty to a more homogenous mix of both the advantaged and less advantaged coupled with a rural density factor. One consequence is a relatively invisible poor population as perceived by the casual observer. Marshall (1971) estimated the one-third of the population residing outside metropolitan areas in 1969 contained one-half of the poor.

Occupational Preparation

Alternative antipoverty devices (Gallagher, 1972; Ribich, 1968) have consisted of education, income transfers or a combination of education and income. The use of education avoids the disincentive-to-work issue, and there is a generally accepted rationale of a high payoff accruing to continued education. Education as an approach to poverty has been criticized on the grounds that most studies of education payoff rates are conducted with a population which is not representative of the low income group. Little (1970) has also observed that placement of MDTA institutional program completers was positively related to previous educational attainment.

An analysis of the 1960 U.S. Census data by Hathaway _et al_., (1968) found educational attainment of rural farm males to account for most of the difference in income by rural county. Phipps _et al_., (1970) reported parents who were members of rural, severely disadvantaged families, i.e., socially and economically, had attained less education than a cohort cross section of all rural families in a low income rural county. Quiton (1970) found that rural families with low incomes contained adults with significantly lower educational attainment than those with higher incomes. His research population was comprised of a cross section of rural families in a low income rural county. Phipps _et al_., (1970) also reported mothers within the severely disadvantaged families had attained nearly one year more education than fathers.

Rural low income families, i.e., families with one or more children attending a junior or secondary high school, in the exemplary phase of the Phipps _et al_., (1970) study reported little contact with public agencies such as the university extension service. Nearly three-fourths of these families resided on farms.

Johnstone and Rivera (1965) found participation in adult education to be positively related to socioeconomic status (SES). Dickinson (1971) cites level of education including that of the wife as influencing adult education participation. Although Johnstone and Rivera (1965) found interest in adult education to weaken with a declining level of education and increasing age, this generalization did not hold for men optimistic about the future of their occupation.

When Johnstone and Rivera grouped adults by SES, they found respondents in the lower SES groups were more apt to name obstacles of costs and unawareness of available facilities as reasons for not planning to enroll in some form of educational activity. Monge (1969) has suggested adults may cite such obstacles to avoid a perceived structured class situation. This avoidance response may be due to a heightened anxiety which stems from an absence of any recent experience in this type of learning situation. Avoidance responses may also be indicative of earlier experiences in the educational system (Johnstone and Rivera, 1965; Sheffield, in Solomon, 1964).

Pretests of rural severely disadvantaged adults in the exemplary phase of the Phipps _et al_., (1970) study indicated about one-fourth of the husbands desired occupational training and new marketable skills. Wives appeared to be less interested on both measures.

Marsh and Brown (1965) explored the relationship between anomie and interest in training with rural persons fifteen to forty-nine years of age, no longer in school and not disabled. They did not find any consistent relationship.

Occupational Structure

A high incidence of rural underemployment which may be equivalent to unemployment (Quiton, 1970) typifies many rural areas. Carpenter and Rodgers (1970); Fuller (1970); Marshall (1971); USDA (1966) have attributed this primarily to a continuous decline in demand for labor in production agriculture. Holt *et al.*, (1971); Wolfbein (1964) have explained that changes in tastes, income distribution, and products interact to shift demand among products, firms, industries, and regions which can lead to economically depressed areas. Both Bishop (1965) and Stromsdorfer (1969) have defined an economically depressed area as an absence of geographic mobility.

Individuals searching for nonfarm work in economically depressed rural areas with inadequate education and skills are destined to low incomes. Doeringer (1969) has employed a queue theory to explain the match between disadvantaged workers and less desirable jobs. Employers are seeking to hire the most productive workers from the queue of available workers which may leave some unemployed if there is an insufficient number of jobs. There also appears to be a job vacancy queue where employers are also ranked by workers on such criteria as wages and working conditions. Disadvantaged individuals will usually be found at the tail end of hiring queues, employed in least desirable jobs or experiencing involuntary unemployment. The interaction of these queues continues to match the least acceptable workers with the least acceptable jobs.

The more adaptable segment, characterized as younger and more educated (Marshall, 1971) tends to migrate to urban areas where job opportunities are perceived to be more plentiful. The rapid, nationwide rural out-migration which has occurred since about 1940 has not improved the relative labor incomes of those remaining (Fuller, 1970; Marshall, 1971; Stockwell, 1969). Bishop (1965) points out that the rural-urban migration is in reality a two-way street with movement occurring in both directions. This is evidence to Fuller (1970) that a nonfarm environment may be thought of as inhospitable by some individuals.

The selective nature of out-migration has been used as an explanation (Edington and Musselman, 1969; Miller, 1965; Moe, 1969) for a progressive deterioration in services provided for the remaining populace in those counties experiencing a population loss. Phipps' et al., (1970) study would support this notion as measured by the attitudes toward community economic behavior and local government held by the severely disadvantaged.

Nonfarm industry does not seem to be attracted to these surplus rural labor areas (Gregory, 1969; Marshall, 1971; National Commission on Rural Poverty, 1967), although industry is mora likely to move than workers (Evans, 1971). Where industry has been enticed to locate in rural areas, the result is generally only a few high wage occupations and the employment of the younger, better educated individual (Marshall, 1971). Beckman (1968) observes that most industrial moves are made to maximize profits. When a new site is being considered, the size and estimated productivity of the labor pool are principal factors. The estimated productivity of rural surplus labor areas is subject to differing conclusions (Fuller, 1970; USDA, 1966).

Geographic mobility has been proposed as a solution for surplus labor regions. Bishop (1965) has suggested out-migration is related to age, skills, and race. Since there are real costs attached to this movement, nonmovement may be reflecting perceived opportunity costs. Many individuals have inadequate job seeking skills (Doeringer, 1969; Holt *et al.*, 1971; Louria, 1969; Parnes, *et al.*, 1968) and may need more job information (National Commission on Rural Poverty, 1967). Fuller (1970) has argued this approach would make little difference to potential migrants poorly prepared for the social and occupational experience of urban life.

The National Commission on Rural Poverty (1967) reported there was little evidence public employment offices were used by the rural segment. Phipps *et al.*, (1970) reported a similar finding. One effect of the exemplary program in this study was a significantly greater use of public employment services by the severely disadvantaged experimental groups.

Social and Psychological Aspects

Phipps *et al.*, (1970) found the social class stratification as measured by Sims *SCI Occupational Rating Scale* to be skewed more toward the low prestige stratum for the severely disadvantaged adult as compared with a cross section of adults within a rural county. Quiton (1970) employed this same measure with his sample and found social class stratification to be statistically significant by income level.

Severely disadvantaged families were less satisfied with selected aspects of residence, consumer goods, family welfare, and social participation as measured by the McVoy *Wants and Satisfaction Scale* in the Phipps *et al.* (1970) study. Weighted index scores of availability, quantity, and quality for the four groups of wants and satisfactions revealed a similar relationship between the severely disadvantaged and the cross section sample with the former group indicating lesser amounts for each index.

The Fessler Community Solidarity Index Schedule was used to measure opinions of the social behavior of the community in the same study. Community solidarity scores, consisting of total index scores with this instrument, were significantly lower at the .05 level for the severely disadvantaged. Although the severely disadvantaged were consistently lower on all indices, two were significant at the .01 level: community economic behavior and local government.

Both Phipps et al., (1970) and Quiton (1970) used the Minnesota Survey of Opinion (Short Form) to measure morale and general adjustment. Phipps et al., (1970) defined morale as "the degree to which the individual feels competent to cope with the future and to achieve his desired goals [p. IV-35]." Quiton's (1970) review of literature disclosed that low morale is often associated with anomie, "a condition in which the individual dissociates himself from the norms, aspirations, and goals of society [p. 8]."

Phipps et al., (1970) found the severely disadvantaged received significantly lower general adjustment and total morale scores than the cross section sample. Quiton (1970) found lower income families had significantly lower total morale and general adjustment scores. He also found general adjustment, socioeconomic status, and educational attainment to be positively correlated with morale. The correlation coefficient between family size and morale, although in the negative direction, was not significant.

Two-thirds of the severely disadvantaged adults reported they were satisfied with their jobs in the Phipps et al., (1970) study. Over one-third of the males desired another kind of job. Following the exemplary treatment, significantly more adults in the experimental groups desired other jobs.

Rural Women

Parnes et al.,(1970b) has reported women in low income families do not participate proportionately in the work force when compared with women in higher income families. Griessman and Densley (1969) reported fewer rural women are employed relative to their urban counterparts. Other than some generalizations such as those made above, there is very little information available regarding the rural low income female's participation in the labor force.

Phipps et al., (1970) considered employment as a homemaker to be equivalent to other kinds of employment. They did report that one significant effect of the exemplary program were family plans to place more family members in the labor force as a means to increasing family income.

Studies which have been conducted to identify explanatory variables for work with low income rural adults are infrequent, especially with the nonfarm segment (Fuller, 1970). Nationwide probability samples such as those drawn for the Parnes et al., (1968; 1970a; 1971); Zeller et al., (1970) studies typically do not allow statistical analyses of the rural low income segment. Empirical studies with low income rural adults such as those by Phipps et al., (1970) and Quiton (1970) have found educational treatments to be statistically nonsignificant on a large number of behavioral and attitudinal measures.

Although a commitment to work seems to be a relatively unexplored phenomenon with rural low income adults, the following dimensions would appear to provide some degree of explanation:

1. Family characteristics.
2. Personal characteristics.
3. Job seeking information.
4. Occupational preparation and assistance.
5. Desired occupational preparation.
6. Employment history.
7. Work values.

III. EXECUTION OF STUDY

Design of Study

This study had three objectives:

1. To determine the social and economic characteristics of rural low income families residing in a county of Vermont.
2. To determine whether or not rural low income adults in different levels of participation in employment differ significantly in:
   a. family characteristics,
   b. personal characteristics,
   c. job seeking information,
   d. occupational preparation and assistance,
   e. desired occupational preparation,
   f. employment history,
   g. work values.
3. To investigate whether or not factors selected from the following dimensions of data are significantly related to work values of rural low income adults:
   a. family characteristics,
   b. personal characteristics,
   c. job seeking information,
   d. occupational preparation and assistance,
   e. desired occupational preparation,
   f. employment history.

This was a survey study involving one observation of one sample. The research design may be represented symbolically as follows:

RO

where: R = Randomization.

O = Observation or testing.

Pilot Study

A pilot study was conducted in cooperation with the Urbana Adult Education Area Center, Urbana, Illinois, during February, 1972. Eight low income adults who were thought to be representative of diverse social situations by the staff were selected to be interviewed by the investigator.

The primary objective for conducting a pilot study was to avoid the problem of subjectivity and personal bias inherent in the research interview as described by Isaac and Michael (1971). Greater objectivity was sought by using the pilot study data and experiences to develop a more structured interview (Sjoberg and Nett, 1968). These data and experiences enabled the investigator to pre-categorize certain responses, avoid an ambiguous vocabulary, develop a more satisfactory frame of reference around each question, develop an approach designed to avoid arousing resistance by the respondents to the investigator, and to avoid a desire in the respondent to please the investigator through a certain pattern of responses. The pilot study was also a useful aid in organizing the questions and instruments so that the interview would elicit maximum information efficiently.

Population

For this study, rural low income adults were all individuals eighteen to sixty-five years of age living in a family unit which had a self-reported 1971 earned income that did not exceed the Variable Poverty Index criteria, were residing in a rural area, and were not attending school on a full-time basis. The population consisted of all rural adults meeting the criteria of age, income, residence, and school attendance who were residing within the Economic Development Area of northern Vermont (Appendix J).

At the time data were collected, Spring, 1972, seven counties comprised the Vermont Economic Development Area. These counties were Caledonia, Essex, Franklin, Grand Isle, Lamoille, Orange, and Orleans. Merkle (1971), State of Vermont (1971), U.S. Department of Commerce (1971b; 1972), Vermont Yearbook, 1971 (1971), and Wheaton (1972) have provided selected social and economic data on the seven-county Economic Development Area. These data are summarized in Table 1.

The constraints of time and resources required the random selection of a single county from the seven-county Economic Development Area by the researcher. Franklin County became the geographic site for this study.

A review of literature revealed little likelihood of the existence of a single source of information disclosing the total population of rural low income adults within a rural county (Phipps et al., 1970). Initial contacts made by the investigator confirmed this notion for Franklin County.

To derive a total population of rural low income adults in Franklin County, the following procedure was adopted by the investigator:

1. The urban areas which included St. Albans City and Swanton Village were excluded from this study.

TABLE I

Selected Social and Economic Data for Vermont and Seven Vermont Counties

Area	Total Population	Total Population		Total Rural Population		Total Families		Year-round Housing Units	
		Percent Urban	Percent Rural	Percent Rural Non-farm	Percent Rural Farm	Number	Persons Per Family	Percent With Phone (Occupied)	Percent With All Plumbing
Vermont	444,732	32.1	67.9	59.9	8.0	106,296	3.66	88.2	91.6
Caledonia	22,789		100.0	89.5	10.5	5,670	3.56	88.2	89.5
Essex	5,416		100.0	85.3	14.7	1,367	3.64	84.2	88.1
Franklin	31,282	34.2	65.8	51.7	14.0	7,630	3.76	88.2	90.2
Grand Isle	3,574		100.0	76.7	23.3	914	3.68	85.4	79.9
Lamoille	13,309		100.0	87.4	12.6	3,166	3.63	86.7	89.2
Orange	17,676		100.0	85.2	14.8	4,310	3.62	85.5	84.5
Orleans	20,153	23.1	76.9	53.6	23.2	4,924	3.70	86.4	91.0

TABLE I (Continued)

Area	Value of Owner-Occupied Housing		Percent Negro And Other Races	Ten-year Migration Rate (Percent of 1960 Population)	Percent Male Age Distribution (25-34 Years Of Age)	Persons 25 Years And Over Median Years of School Completed	Median Family Income (Dollars)
	Percent Less Than $5,000	Percent $5,000 - $9,000					
Vermont	4.3	15.3	0.4	4.0	12.2	12.2	8,929
Caledonia	6.0	25.5	0.2	- 5.1	10.6	12.1	7,720
Essex	19.7	38.0	0.1	- 17.9	10.5	10.3	7,307
Franklin	8.2	23.6	0.3	- 3.7	11.7	11.6	8,181
Grand Isle	8.7	21.7	0.1	14.6	11.3	11.7	8,805
Lamoille	8.3	19.1	0.2	9.8	13.0	12.2	8,634
Orange	7.2	25.3	0.3	3.3	11.1	12.1	7,534
Orleans	6.7	28.2	0.1	- 9.1	10.9	11.0	7,404

TABLE I (Continued)

Area	Civilian Labor Force Median Earnings, 1969		Non-worker Ratio	Percent in Labor Force				Civilian Unemployment Rate, Percent Unemployed
	Males 16 And Over With Earnings (Dollars)	Females 16 And Over With Earnings (Dollars)		Females 16 Years And Over	Married Women, Husband Present		Male 18 to 24 Years	
					Total	With Own Children Under 6		
Vermont	6,789	3,230	1.50	41.7	41.2	29.6	65.2	4.1
Caledonia	6,243	2,658	1.62	37.4	38.2	27.5	70.1	4.6
Essex	6,472	2,753	1.88	33.0	35.5	23.8	68.5	5.1
Franklin	6,738	2,881	1.64	37.4	35.2	27.5	82.2	5.4
Grand Isle	6,598	2,708	1.69	33.7	34.9	30.2	82.1	7.9
Lamoille	6,499	2,626	1.41	40.6	40.4	27.2	76.7	4.8
Orange	5,845	3,056	1.55	39.0	37.8	30.7	71.8	3.6
Orleans	6,018	2,851	1.77	33.5	33.8	24.7	81.9	4.8

TABLE I (Continued)

Area	Worked During Census Week: Percent Working Outside County of Residence	Total Work Force: Percent Change 1966 to 1970	16 Years and Older Employment by Industry		
			Percent Agriculture, Forestry, and Fisheries	Percent Construction	Percent Manufacturing
Vermont	10.9	+ 10.2	--	--	--
Caledonia	11.8	+ 5.6	9.0	7.4	23.3
Essex	44.5	- 8.7	8.5	4.9	39.3
Franklin	16.3	+ 4.1	12.5	5.9	25.6
Grand Isle	34.3	- 33.3	21.5	8.1	16.1
Lamoille	17.1	+ 5.0	9.4	12.9	13.0
Orange	34.9	+ 8.0	12.8	9.8	19.1
Orleans	6.6	+ 9.8	16.1	5.8	25.9

TABLE I (Continued)

Area	Employment by Occupation, 16 Years and Over						
	Percent Professional, Technical, And Kindred Workers	Percent Sales Workers	Percent Clerical and Kindred Workers	Percent Craftsmen, Foremen, and Kindred Workers	Percent Operations, Except Transport	Percent Laborers, Except Farm	Percent Service Workers, Except Private Household
Vermont	--	--	--	--	--	--	--
Caledonia	12.6	6.0	12.8	15.0	12.3	5.5	11.5
Essex	8.8	4.1	14.2	16.2	16.7	8.3	8.2
Franklin	12.4	4.4	13.5	13.2	15.6	3.8	10.1
Grand Isle	12.8	1.0	13.4	12.5	12.6	1.8	5.8
Lamoille	11.8	3.3	11.3	13.7	10.3	6.6	16.4
Orange	11.0	4.0	11.8	15.8	14.1	4.3	9.9
Orleans	10.5	5.3	8.5	16.1	14.0	5.0	11.1

TABLE I (Continued)

Area	Female Employment By Occupation, 16 Years and Older		Percent Families Less Than Poverty Level	Poverty Families				
	Percent Clerical and Kindred Workers	Percent Service Workers Including Private Household		Mean Family Income (Dollars)	Percent Receiving Public Assistance Income	Mean Size of Family	Total Number of Families	Percent With Female Head
Vermont	--	--	9.1	--	--	--	--	--
Caledonia	26.9	26.2	10.7	2,187	12.5	3.61	608	19.4
Essex	34.1	13.6	14.8	1,979	13.5	4.08	207	25.1
Franklin	25.9	23.6	12.1	2,208	18.4	4.09	931	24.0
Grand Isle	29.0	28.2	11.5	2,554	28.3	3.65	106	39.6
Lamoille	23.7	33.6	11.3	2,668	20.2	4.08	361	23.3
Orange	27.3	26.2	11.9	2,314	7.3	3.97	523	10.7
Orleans	19.9	30.6	13.8	2,157	12.4	4.11	686	18.8

TABLE I (Continued)

Area	Public Assistance, Monthly Average Number of Cases and Persons, by Program					Percent of Total Employed in Farming		Percent Change Of Farms With 10-19 Cows (1967-70)	Cows Not On Farms, Percent Change (1967-70)
	Aid to Dependent Children								
	Total		Adult Assistance Programs[1]	Number		Farms and Farm Managers	Farm Laborers And Farm Foremen		
	Cases	Persons		Cases	Recipients				
Vermont	--	--	--	--	--	--	--	- 10.9	- 6.3
Caledonia	644	1,112	464	180	648	4.5	3.5	- 2.4	- 21.9
Essex	110	196	77	33	119	4.3	4.3	- 33.3	- 42.7
Franklin	940	1,737	634	306	1,103	6.9	5.0	- 35.3	11.6
Grand Isle	85	139	64	21	75	13.5	8.1	- 27.3	- 11.5
Lamoille	357	649	244	113	405	5.4	3.0	- 17.2	- 4.7
Orange	404	720	282	122	438	6.3	5.1	- 17.7	2.5
Orleans	497	834	368	129	466	9.8	5.4	0.0	- 16.6

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[1] Includes old age assistance, aid to the disabled and aid to the blind.

2. The most current town and village *Annual Reports* were secured, and a list of appropriate local government and school officials was developed for subsequent personal contact by the investigator.
3. A list of individuals representing appropriate state and federal agencies was also developed for purposes of communication and information.
4. A letter of introduction (Appendix L) was prepared for use in contacting selected individuals. The letter of introduction was extremely helpful during each initial communication.
5. The investigator explained to each contact that he was seeking the names of families who were judged to be low income and to meet the criteria of age and residence. These contacts were also asked to suggest other individuals who might be in a position to offer similar information.

   The investigator made one or more contacts with ninety-three individuals at the town level and twenty-two individuals who represented appropriate state and federal agencies.
6. The suggested number of unduplicated rural low income families by town for Franklin County were as follows:

Bakersfield	28	Georgia	48
Berkshire	53	Highgate	77
Enosburg	79	Montgomery	39
Fairfax	40	Richford	143
Fairfield	37	Sheldon	31
Fletcher	33	St. Albans Town	73
Franklin	43	Swanton Town	53

Total: 777

Sample Selection

A random sample of forty-three families, stratified by township was drawn from the suggested population of rural low income families. This insured each town would be represented by at least two families. An additional forty-three families were drawn for replacement purposes in a similar manner.

With the aid of township officials, each family residence for the sample was located on a highway map (General Highway Map, 1968). The investigator then contacted each family in the primary sample, and an adult member was offered a letter of introduction (Appendix M). The oral overview of the study contained the following items of interest:

1. The study was being conducted in Franklin County.
2. Information was to be collected from adults in each town.
3. There was insufficient time to contact every adult in the community, so some names had been pulled out of the hat in a manner of speaking for the investigator to contact.
4. Each respondent would receive $3.00 for the use of his time.
5. The questions would deal with jobs, family situation, and educational background.
6. The investigator would require between one-half and an hour of each respondent's time.
7. Hopefully, the study would benefit the residents of Franklin County and Vermont, but there was no guarantee that it would.

One family refused to participate in the study and an alternate family was used.

The Family Data Instrument (Appendix A) was used to determine whether or not each family met the criteria of income (Appendix K), age, and school attendance. In this manner two families were removed from the sample as their 1971 employment income exceeded the poverty index by more than $100. These two families were replaced by two alternative families.

Instrumentation

The major categories of variables associated with work commitment among rural low income adults for which data were collected included:

1. Family characteristics.
2. Personal characteristics.
3. Job seeking information.
4. Occupational preparation and assistance.
5. Desired occupational preparation.
6. Employment history.
7. Work values.

The instruments designed to collect data related to these dimensions of the study are as follows:

1. Family Data (Appendix A): This instrument is a modified version of Phipps *et al*. (1970) *Family Data Record*. The instrument was developed to assess selected family characteristics of rural low income families. The variables grouped by category which this instrument is designed to assess are as follows:

1.1 Residence (Item no. 1).

    1.1.1 Type of dwelling (Item no. 1A).

    1.1.2 Location of residence (Item no. 1B).

    1.1.3 Access highway classification (Item no. 1C).

    1.1.4 Access highway surface (Item no. 1D).

    1.1.5 Condition of residence (Item no. 1E).

    1.1.6 Type of ownership (Item no. 1F).

    1.1.7 Presence of household conveniences (Item no. 1G).

1.2 Farm business (Item no. 2).

    1.2.1 Farm classification (Item no. 2A).

    1.2.2 Size of the farm business (Item no. 2B).

    1.2.3 Farm business enterprises (Item no. 2C).

1.3 Family size (Item no. 3).

    1.3.1 Number of pre-school children (Item no. 3A-1).

    1.3.2 Number of school-age children (Item no. 3A-2).

    1.3.3 Number of children (Item no. 3A-4).

    1.3.4 Number of adults (Item no. 3-B).

    1.3.5 Number of persons (Item no. 3C).

1.4 Family mobility (Item no. 4).

    1.4.1 Number of years at the current address (Item no. 4A).

    1.4.2 Location of previous address (Item no. 4B).

    1.4.3 Number of years at the previous address (Item no. 4C).

    1.4.4 Distance of the last geographic move (Item no. 4D).

    1.4.5 Reason for the last geographic move (Item no. 4E).

1.5 Ancestry (Item no. 5).

  1.5.1 Race (Item no. 5A).

  1.5.2 Incidence of a spoken foreign language (Item no. 5B).

1.6 Family income (Item no. 6).

  1.6.1 Number of adults contributing cash income (Item no. 6A-1).

  1.6.2 Number of adults contributing noncash services (Item no. 6A-2).

  1.6.3 Contributions to family income received from family members not living with the family unit (Item no. 6B).

  1.6.4 Amount of 1971 wage and salary income (Item no. 6C).

  1.6.5 Amount of 1971 business enterprise income (Item no. 6D).

  1.6.6 Amount of 1971 total employment income (Item no. 6E).

  1.6.7 1971 Nonemployment income (Item no. 6F).

Instruments developed by Parnes _et al_. (1968, 1970b, 1971) and Parnes, Milius, and Spitz (1969) served as primary references for developing instruments 2, 3, 4, 5, 6, and 7.

2. Personal Data (Appendix B): This instrument was developed to assess selected personal characteristics related to participation in employment by rural low income adults. The variables grouped by category which this instrument is designed to assess are as follows:

2.1 Sex (Item no. 1A).

2.2 Age (Item no. 1B).

2.3 Marital status (Item no. 1C).

2.4 Current employment status (Item no. 2).

  2.4.1 Self description of employment status (Item no. 2A).

  2.4.2 Employment status classification (Item no. 2B).

2.5 Health and physical condition (Item no. 3).

  2.5.1 Self-rating of health, effect on kind of work (Item no. 3A).

  2.5.2 Self-rating of health, effect on amount of work (Item no. 3B).

  2.5.3 Number of health and physical constraints (Item no. 3A and 3B).

3. Job Seeking Data (Appendix C): This instrument was developed to assess selected job seeking information variables related to the participation in employment of rural low income adults. The variables grouped by category which this instrument is designed to assess are as follows:

3.1 Current job search interest (Item no. 1).

  3.1.1 Seeking employment (Item no. 1A).

  3.1.2 Reason for not seeking employment (Item no. 1B).

3.2 Current job search activity.

  3.2.1 Number of weeks spent searching (Item no. 2).

  3.2.2 Sources of job information cited (Item no. 3).

  3.2.3 Amount of employment sought (Item no. 4).

- 3.2.4 Purpose of seeking employment (Item no. 5).
- 3.2.5 Amount of contact with selected sources of job information (Item no. 6).

3.3 Contact with selected sources of job information (Item no. 7).

- 3.3.1 Use of a state employment office (Item no. 7).
- 3.3.2 Use of a private employment agency (Item no. 7).
- 3.3.3 Use of direct employer contact (Item no. 7).
- 3.3.4 Use of friends and relatives (Item no. 7).
- 3.3.5 Use of help wanted advertisements (Item no. 7).
- 3.3.6 Use of placing an employment wanted advertisement (Item no. 7).

3.4 Amount of help provided by selected sources of job information (Item no. 7).

- 3.4.1 Rating of state employment office (Item no. 7).
- 3.4.2 Rating of private employment agency (Item no. 7).
- 3.4.3 Rating of direct employer contact (Item no. 7).
- 3.4.4 Rating of friends and relatives (Item no. 7).
- 3.4.5 Rating of help wanted advertisements (Item no. 7).
- 3.4.6 Rating of placing an employment wanted advertisement (Item no. 7).

3.5 Job refusal (Item no. 8).

- 3.5.1 Refusal of a job offer (Item no. 8A).
- 3.5.2 Reasons for refusing a job offer (Item no. 8B).
- 3.5.3 Number of years since most recent job refusal (Item no. 8C).

4. Occupational Preparation and Assistance Data (Appendix D): This instrument was developed to assess selected occupational preparation and assistance variables related to the participation in employment of rural low income adults. The variables grouped by category which this instrument is designed to assess are as follows:

    4.1 School attendance (Item no. 1).

        4.1.1 Number of years of school attendance (Item no. 1).

        4.1.2 High school curriculum (Item no. 2).

    4.2 Amount of post-school education/training activities (Item no. 3).

        4.2.1 Number of activities started (Item no. 3A).

        4.2.2 Number of activities completed (Item no. 3B).

        4.2.3 Reason for noncompletion (Item no. 3C).

        4.2.4 Mean weeks participation (Item no. 3D).

        4.2.5 Rating of occupational helpfulness (Item no. 3F).

        4.2.6 Number of years since last activity (Item no. 3G).

    4.3 Amount of occupational assistance received from selected public agencies (Item no. 4).

        4.3.1 Rating of Franklin County Extension Service (Item no. 4A).

        4.3.2 Rating of University of Vermont services (Item no. 4A).

        4.3.3 Rating of Franklin County Soil Conservation Service (Item no. 4A).

4.3.4 Rating of Franklin County Forester's office services (Item no. 4A).

4.3.5 Rating of St. Albans Area Vocational Center services (Item no. 4A).

4.3.6 Rating of Vermont Employment Security Office services (Item no. 4A).

4.4 Amount of contact with selected public agencies during 1971 (Item no. 4B).

4.4.1 Franklin County Extension Service (Item no. 4B).

4.4.2 University of Vermont (Item no. 4B).

4.4.3 Franklin County Soil Conservation Service (Item no. 4B).

4.4.4 Franklin County Forester's office (Item no. 4B).

4.4.5 Area Vocational Center, St. Albans (Item no. 4B).

4.4.6 Vermont Employment Security Office (Item no. 4B).

5. Desired Occupational Preparation Data (Appendix E): This instrument was developed to assess selected desired occupational preparation variables related to the participation in employment of rural low income adults. The variables grouped by category which this instrument is designed to measure are as follows:

5.1 Interest in educational/training activities during 1971 (Item no. 1).

5.1.1 Awareness of activities available to adults during 1971 (Item no. 1).

5.1.2 Interest in participation (Item no. 2).

        5.1.3 Reason for nonparticipation (Item no. 2A).
        5.1.4 Reason for no interest in participation (Item no. 2B).
    5.2 Current interest in occupational preparation (Item no. 3).
    5.3 Anticipated constraints to participation in occupational preparation (Item no. 4).
    5.4 Distance willing to travel for desired occupational preparation (Item no. 5).
    5.5 Preferred time of day for occupational preparation programs (Item no. 6).
    5.6 Interest in serving on an advisory group for adult education (Item no. 7).
        5.6.1 Amount of previous participation (Item no. 7A).
        5.6.2 Previous invitations received to participate (Item no. 7B).
        5.6.3 Current interest (Item no. 7C).

6. Work History: Survey Week Data (Appendix F): This instrument was developed to assess selected current employment history variables related to the participation in employment of rural low income adults. The variables grouped by category which this instrument is designed to assess are as follows:

    6.1 Number of jobs (Item no. 1).
        6.1.1 As an employee (Item no. 1).
        6.1.2 Self-employed (Item no. 1).

6.2 Actual hours employment (Item no. 2).

6.2.1 Number of hours with a regular job (Item no. 2A).

6.2.2 Number of hours with other employment (Item no. 2B).

6.3 Number hours usual weekly employment (Item no. 3).

6.4 Part time employment (Item no. 4).

6.4.1 Reason for less than thirty-five hours during survey week (Item no. 4A).

6.4.2 Reason for usual work week under thirty-five hours (Item no. 4B).

6.5 Weekly employment income (Item no. 5).

6.5.1 Amount of weekly employment income (Item no. 5A).

6.5.2 Amount of noncash benefits (Item no. 5B).

6.5.3 Amount of other employment income (Item no. 5C).

6.6 Current nonemployment income (Item no. 6).

6.7 Current (last) occupation (Item no. 7).

6.7.1 Number of years with this employer (Item no. 7B).

6.7.2 Industry classification (Item no. 7B).

6.7.3 Class of worker (Item no. 7D).

6.7.4 Major occupation group (Item no. 7E).

6.7.5 Major occupation category (Item no. 7E).

6.7.6 Vocational-technical education category (Item no. 7F).

6.8 Reason for survey week job absence (Item no. 8).

6.9 Seeking employment (Item no. 9).

6.9.1 Reason for current unemployment (Item no. 9A).

6.9.2 Reason for leaving last job (Item no. 9B).

6.9.3 Number of weeks since last employment (Item no. 9C).

6.10 Homemaker (Item no. 10).

 6.10.1 Number of years since last employment (Item no. 10A).

 6.10.2 Reasons for current nonparticipation (Item no. 10B).

 6.10.3 Interest in part-time employment (Item no. 10C).

 6.10.4 Interest in full-time employment (Item no. 10C).

 6.10.5 Required hourly wage (Item no. 10D).

6.11 Reason for not being able to work (Item no. 11).

6.12 Labor force withdrawal (Item no. 12).

 6.12.1 Reason for current nonemployment (Item no. 12A).

 6.12.2 Reason for leaving last job (Item no. 12B).

 6.12.3 Number of weeks since last employment (Item no. 12C).

7. Work History: 1967-1971 Data (Appendix G): This instrument was developed to assess selected employment history variables related to the participation in employment of rural low income adults. The variables grouped by category this instrument is designed to assess are as follows:

7.1 Number of weeks employment (Item no. 1).

7.2 Number of employers (Item no. 2).

7.3 Occupational mobility (Items no. 3 and 4).

 7.3.1 Number of industries (Item no. 3).

 7.3.2 Class of worker movement (Item no. 4).

 7.3.3 Major occupation group movement (Item no. 4).

 7.3.4 Major occupation category movement (Item no. 4).

7.4 Number of hours weekly employment (Item no. 5).

7.5 Amount of weekly employment income (Item no. 6).

7.6 Number of weeks nonemployment (Item no. 7).

  7.6.1 Economic factors (Item no. 7).

  7.6.2 Lost/quit a job (Item no. 7).

  7.6.3 Health factors (Item no. 7).

  7.6.4 All factors (Item no. 7).

7.7 Number of years nonemployment income (Item no. 8).

7.8 Best job held (Item no. 10).

  7.8.1 Type of employment (Item no. 10A).

  7.8.2 Occupational classification (Item no. 10B).

  7.8.3 Kinds of job satisfactions (Item no. 10B).

  7.8.4 Reason for more recent employment which differs from best job held (Item no. 10C).

8. Work Values Inventory (Appendix H): Super (1970b) developed this instrument to assess the values which motivate man to work. The instrument is designed to "measure the values which are extrinsic to as well as those which are intrinsic in work, the satisfactions which may be concomitants or outcomes of work [p. 4]." An understanding of the value structure of the individual is important as "an aid to clarifying goals and to determining the psychological appropriateness of a given type of training or employment [p. 4]." The work values this instrument is designed to measure are as follows:

8.1 Altruism: A work value or goal present in "work which enables one to contribute to the welfare of others [p. 8]."

8.2 Esthetic: An inherent work value of "work which permits one to make beautiful things and to contribute beauty to the world [p. 8]."

8.3 Creativity: A work value associated with "work which permits one to invent new things, design new products, or develop new ideas [p. 8]."

8.4 Intellectual stimulation: Associated with "work which provides opportunity for independent thinking and for learning how and why things work [p. 9]."

8.5 Achievement: A value associated with "work which gives one a feeling of accomplishment in doing a job well [p. 9]."

8.6 Independence: Associated with "work which permits one to work in his own way, as fast or as slowly as he wishes [p. 9]."

8.7 Prestige: Associated with "work which gives one standing in the eyes of others and evokes respect [p. 9]."

8.8 Management: Associated with "work which permits one to plan and lay out work for others to do [p. 9]."

8.9 Economic returns: A value or goal associated with "work which pays well and enables one to have the things he wants [p. 9]."

8.10 Security: Associated with "work which provides one with the certainty of having a job even in hard times [p. 9]."

8.11 Surroundings: A value associated with "work which is carried out under pleasant conditions--not too hot or too cold, noisy, dirty, etc. [p. 9]."

8.12 Supervisory relations: A value associated with "work which is carried out under a supervisor who is fair and with whom one can get along [p. 10]."

8.13 Associates: A value characterized by "work which brings one into contact with fellow workers whom he likes [p. 10]."

8.14 Way of life: Associated with the kind of work that "permits one to live the kind of life he chooses and to be the type of person he wishes to be [p. 10]."

8.15 Variety: Associated with "work that provides an opportunity to do different types of jobs [p. 10]."

Interview Procedure

The investigator contacted each rural low income family unit in the sample during the months of April and May, 1972, to collect data. Data were to be collected by means of the instruments which appear in Appendices A-H. Each personal interview occurred within the family residence whenever it was most convenient for the respondent. This required several evening calls.

Data were to be collected by means of personal interview from all family adults meeting the criteria of age and school attendance. Six families included adults related to a family head who were either past age sixty-five or were reported to be unable to respond to the questionnaire. The investigator found it necessary to make as many as nine callbacks with some families to collect data from all eligible adults. The time required to complete the instruments ranged from thirty-five to eighty minutes.

As an aid to the investigator, each instrument was color coded. Although copies of all instruments were not given out, each respondent was handed a printed copy of Item no. 3 (Appendix B), Item no. 7 (Appendix C), a rating scale for Item no. 3 and Item no. 4 (Appendix D), and pages 3 and 4 of the Work Values Inventory (Appendix H) at the appropriate times.

Each female respondent who met the criteria for Item no. 10 (Appendix F) received a printed copy of Item no. 10C (Appendix F).

All respondents were given the option of self-administering the Work Values Inventory or following the investigator as he read each item aloud and indicating to him the degree of importance they attached to each item.

Analysis of Data

Current Participation in Employment

At the completion of the interview, the investigator classified each respondent as either employed, unemployed, or not in the labor force (nonparticipant) As revealed in Table 18 (p. 91), eight labor force and employment status combinations accounted for the forty-three families in the sample. The following "current participation in employment" groups were identified and studied:

1. Dual heads both of whom were employed/unemployed.
2. Dual heads with one or two nonparticipants.
3. Single heads who were either employed or nonparticipants.

1971 Participation in Employment

The respondents who were dual heads of families were also classified according to their 1971 participation in employment. A review of literature revealed that participation in employment during a survey week would likely differ from participation in employment during the preceding twelve-month period. Respondents who were single heads were not included in this grouping. The following "1971 participation in employment" groups were identified and studied:

1. Dual heads both of whom were employed/unemployed during 1971.
2. Dual heads with one or two nonparticipants during 1971.

Comparison of Groups

The "current participation in employment" and "1971 participation in employment" groups were not assumed to be independent groupings.

Statistical Treatment

Frequency and percentage tables were generated from the Family Data instrument to yield a socioeconomic profile of the rural low income families studied. Selected items in the Family Data, Personal Data, Job Seeking Data, Occupational Preparation and Assistance Data, Desired Occupational Preparation Data, Work History: Survey Week Data and Work History: 1967-1971 Data survey instruments were coded and transferred to IBM cards. The Work Values Inventory was scored to obtain the fifteen work values scores.

Depending on the type of data examined, the analysis of variance and chi square statistics were used to determine the significance of the differences observed among the three "current participation in employment" groups in:

1. Family characteristics.
2. Personal characteristics.
3. Job seeking information.
4. Occupational preparation and assistance.
5. Desired occupational preparation.
6. Survey week employment history.
7. 1967-1971 employment history.
8. Work values.

The chi square and t-test statistics were used to determine the significance of the differences among the two "1971 participation in employment" groups on these same data.

Yates's correction for continuity (Ferguson, 1966) was used with appropriate frequency data. The criteria employed were expected cell frequencies of less than five with a 2 x 2 table and not less than two with 2 or more degrees of freedom.

The coefficient of correlation was used to determine the degree of relationship between factors selected from the following major categories of variables and work values of rural low income adults:

1. Family characteristics.
2. Personal characteristics.
3. Job seeking information.
4. Occupational preparation and assistance.
5. Survey week employment history.
6. 1967-1971 employment history.

The computer programs of SOUPAC (Statistically Oriented Users Programming and Consulting), Department of Computer Science, University of Illinois at Urbana-Champaign, were used to analyze the data. The programs used were as follows:

1. Missing Data Correlation.
2. Balanova 5.
3. Standard Scores.
4. Frequency Counting.
5. T-test.

IV. FINDINGS

The findings are reported with respect to the specified objectives and hypotheses formulated for this study.

A Descriptive Social and Economic Profile of a Sample of Rural Low Income Families Residing in a Rural County

The first objective of this study was to determine the social and economic characteristics of rural low income families residing in a county of Vermont. Frequency analyses are used to report the findings generated from the Family Data instrument. The social and economic characteristics included residence, farm business, family size, family mobility, ancestry, and family income.

Residence

Table 2 shows the location of residence of forty-three rural low income family units in Franklin county. Two-thirds of the family units lived outside a rural village. A farm residence was reported for 16.28 percent of the low income family units studied. Of the seven families living on a farm, two had part-time operations, four families were operating commercial farms, and one family contained an adult head who worked as a farm laborer.

Table 3 reveals the type of dwelling of forty-three family units. More than two-thirds of the low income families lived in a house, and nearly 14 percent resided in a mobile home. Five families, 11.63 percent of the sample, were living in apartments. Two families were staying with friends or relatives and reported they did not have a permanent residence at the time of the interview.

TABLE 2

Location of Residence of Forty-three Low Income Family Units in a Vermont Rural County

Location of Residence	Number	Percentage
Farm	7	16.28
Rural nonfarm	22	51.16
Rural village	14	32.56
Total	43	100.00

TABLE 3

Type of Dwelling of Forty-three Rural Low Income Family Units in a Vermont Rural County

Type of Dwelling	Number	Percentage
House	30	69.77
Apartment	5	11.63
Mobile home	6	13.95
Other	2	4.65
Total	43	100.00

Table 4 shows the type of residence ownership. Less than one-half of the forty-three low income family units owned or were purchasing their residence. Slightly more than one-third were cash renting, and 25.58 percent were living in a residence provided by some other arrangement. Two were explained in the preceding paragraph; two were living in residences provided by an employer; two were living in residences provided by an elderly person related to the family, and the remaining five chose not to comment on the arrangement.

TABLE 4

Type of Residence Ownership of Forty-three Rural Low Income Family Units in a Vermont Rural County

Type of Residence Ownership	Number	Percentage
Owned or being purchased	17	39.54
Cash rented	15	34.88
Provided by other arrangement	11	25.58
Total	43	100.00

Table 5 reveals the condition of the residence. Nearly two-thirds of the low income family units were living in housing classified by the interviewer as either fair or poor. This classification indicates such residences require correction of major structural defects.

Table 6 shows selected household conveniences available to the family units included in the sample. One in six families either did not have a properly functioning indoor bathroom, or there was not one present within their living quarters. Over one-fourth of the families reported they did not have access to a year round supply of water to their residences. Several reported being without running water during spells of "dry weather." One-third of the forty-three families did not have a telephone within their living quarters.

TABLE 5

Condition of Residence of Forty-three Rural Low Income Family Units in a Vermont Rural County

Condition of Residence	Number	Percentage
Poor	6	13.95
Fair	22	51.16
Good	14	32.56
Excellent	1	2.33
Total	43	100.00

TABLE 6

Presence of Household Conveniences of Forty-three Rural Low Income Family Units in a Vermont Rural County

Presence of Household Conveniences	Number	Percentage
Electricity	43	100.00
Indoor bathroom	36	83.72
Running water (year round)	31	72.09
Telephone	29	67.45
Television	40	93.02

Table 7 reveals the access highway classification. Nearly 14 percent of the study sample lived along a state highway while slightly more than five in six families lived either along a township road or village street. Table 8 shows the access highway surface. A majority of the families had direct access to a hard surfaced road. Slightly more than 16 percent lived adjacent to a road surface which was described as impassable during the spring "mud season."

TABLE 7

Access Highway Classification of Forty-three Rural Low Income Family Units in a Vermont Rural County

Access Highway Classification	Number	Percentage
State	6	13.95
Township	24	55.81
Village street	13	30.23
Total	43	99.99*

*Less than 100 percent due to rounding error.

TABLE 8

Access Highway Surface of Forty-three Rural Low Income Family Units in a Vermont Rural County

Access Highway Surface	Number	Percentage
Hard surfaced	23	53.49
Improved, gravel	13	30.23
Unimproved	7	16.28
Total	43	100.00

Family Size

Table 9 shows the number of persons of forty-three family units. More than 25 percent of the families interviewed contained not more than two members. Slightly more than 23 percent contained seven or more members in the family unit. Although not shown in Table 9, there were six families with one or more family-related adults who were either past age sixty-five or were reported to be suffering from some form of mental ailment which would prevent their participation.

TABLE 9

Number of Persons of Forty-three Rural Low Income
Families in a Vermont Rural County

Number of Persons	Number	Percentage
1-2	11	25.58
3-4	9	20.93
5-6	13	30.23
7-9	9	20.93
10 or more	1	2.33
Total	43	100.00

Mean = 4.88 immediate family members.

Table 10 reveals approximately one family in six, 16.28 percent, did not have dependent children. On the other hand, more than 11 percent did have seven or more children at home.

TABLE 10

Number of Children of Forty-three Rural Low Income Family Units in a Vermont Rural County

Number of Children	Number	Percentage
0	7	16.28
1-3	21	48.84
4-6	10	23.26
7-9	5	11.63
Total	43	100.01*

*More than 100 percent due to rounding error.

Mean = 3.58 children for thirty-six families with children.

Family Mobility

Table 11 reveals the number of years at the current address. Nearly 28 percent of the families interviewed had resided at their current address for one year or less. Nearly one-fourth of the family units had lived at the current address from two to five years and a similar percentage from six to ten years. Families who had lived at the current address for eleven or more years since they last moved comprised 18.60 percent. Nearly 7 percent of the family units had never moved.

Table 12 shows the location of the previous address for the forty family units who reported one or more moves. The last geographic move occurred within the county for 82.50 percent of those who moved at least once. Ten percent moved in from another county within the state while only 7.50 percent came directly from out of state.

TABLE 11

Number of Years at the Current Address of Forty-three Low Income Family Units in a Vermont Rural County

Number of Years at the Current Address	Number	Percentage
1 or less	12	27.90
2-5	10	23.26
6-10	10	23.26
11 or more	8	18.60
Never moved	3	6.98
Total	43	100.00

TABLE 12

Location of Previous Address of Forty Mobile Rural Low Income Family Units in a Vermont Rural County

Location of Previous Address	Number	Percentage
Same county as present residence	33	82.50
Different county within the state	4	10.00
Out of state	3	7.50
Total	40	100.00

Table 13 reveals the number of years at the previous address. Thirty percent of the families who had moved at least once lived at their previous address for one year or less. Slightly more than two-fifths had resided at a previous address from two to five years. Reporting they had lived there for eleven years or more, 10 percent of the families interviewed were relatively long-time residents at the previous address.

TABLE 13

Number of Years at the Previous Address of Forty Mobile Rural Low Income Family Units in a Vermont Rural County

Number of Years at the Previous Address	Number	Percentage
1 or less	12	30.00
2-5	17	42.50
6-10	7	17.50
11 or more	4	10.00
Total	40	100.00

When the family heads of the forty mobile families were asked the purpose of the last geographic move, the responses were classified by the investigator as either job or non-job related. Table 14 shows 35 percent reported making the last move for a job-related purpose. Nearly two-thirds of the family units reported their last move was undertaken for a purpose not directly related to employment.

TABLE 14

Purpose of Last Geographic Move of Forty Mobile Rural Low Income Family Units in a Vermont Rural County

Purpose of Last Geographic Move	Number	Percentage
Job	14	35.00
Other reasons	26	65.00
Total	40	100.00

Family Income

Table 15 reveals the amount of 1971 total employment income. More than 18 percent of the family units interviewed did not receive any cash income from employment during 1971. Nearly one-third received between $51 and $2050. Thus 48.83 percent or nearly one-half the families interviewed received less than $2050 from employment during 1971. On the other hand, one family in seven received over $4051. These families met the low income criterion because of large families.

Table 16 shows the number of adults contributing cash income during 1971. Only 23.26 percent of these family units had more than one person in the labor force during 1971. The discrepancy between six families who reported no adults contributed employment income and the eight families who reported they did not receive employment income in Table 15 is due to the observation that two families reported an adult member had worked for noncash benefits in the form of house rent. No cash equivalency was attached to these noncash benefits.

TABLE 15

Amount of 1971 Total Employment Income of Forty-three Rural Low Income Family Units in a Vermont Rural County

Amount of 1971 Total Employment Income (Dollars)	Number	Percentage
$0	8	18.60
$51-$2050	13	30.23
$2051-$3050	4	9.30
$3051-$4050	12	27.97
$4051-$5050	6	13.95
Total	43	99.99*

*Less than 100 percent due to rounding error.

Mean = $2286.00.

TABLE 16

Number of Adults Contributing Cash Income to the Family Income of Forty-three Rural Low Income Family Units in a Vermont Rural County

Number of Adults Contributing Cash Income	Number	Percentage
0	6	13.95
1	27	62.79
2	10	23.26
Total	43	100.00

Table 17 reveals the 1971 nonemployment income. More than 55 percent of these families received some form of nonemployment income during 1971. One family in five reported receiving some form of welfare assistance or "state aid" during 1971.

TABLE 17

1971 Nonemployment Income of Forty-three Rural Low Income Family Units in a Vermont Rural County

1971 Nonemployment Income	Number	Percentage
None	19	44.19
Received disability, social security, unemployment, welfare benefits/other.	24	55.81
Total	43	100.00

Summary

The major social and economic characteristics reported as frequency data consisted of residence, family size, family mobility, and family income. More than four-fifths of the rural low income family units were found in a nonfarm residence. The same proportion of family units were living in a residence described as a house or apartment. Less than two-fifths reported owning or purchasing their place of residence. Another one-fourth of the sample reported they neither owned or rented their place of residence. Sixty-five percent of all residences were judged by the investigator to be in need of major structural repairs. Not all residences were provided with a year-round supply of water and/or functioning indoor bathroom facilities. Only 16 percent of the families were located on a highway classified as unimproved.

One-fourth of the study sample contained not more than two persons while nearly another one-fourth contained seven or more members. A mean of 4.88 persons indicated these rural low income family units were larger than the family units of the total family population or the poverty population for Franklin County (Table 1). While one family in six did not report the presence of children, more than one-third of the sample reported four or more child dependents.

Although more than 25 percent of the study sample reported they had changed residence during the previous twelve months and over 90 percent reported at least one geographic move, nearly all the moves were occurring within the county. Sixty-five percent of those family units who reported at least one change in residence cited a non-job related purpose for doing so.

During 1971, nearly one-fifth of the study sample reported they did not receive any income from employment. Nearly one-half of the family units reported their 1971 employment income did not exceed $2050. At the same time, more than one-half of the study sample reported receiving one or more forms of nonemployment income during 1971.

Factors Associated With Participation in Employment Differences Among Rural Low Income Adults

The second major objective of the study was to determine whether or not rural low income adults from different employment groups differ significantly in the following major categories of variables associated with work commitment:

1. Family characteristics.
2. Personal characteristics.
3. Job seeking information.
4. Occupational preparation and assistance.
5. Desired occupational preparation.
6. Employment history.
7. Work values.

Current Participation in Employment Groups

The U. S. Department of Labor (1971) labor force and employment status criteria were used to classify each respondent as employed, unemployed, or nonparticipant (not in the labor force). Since it could not be assumed that data collected on each respondent were independent where dual heads of a family unit were present, the employment data by individual were first grouped by family unit. Table 18 reveals the survey week labor force and employment status of the adults of forty-three family units. There were six current employment combinations observed on the family units with dual heads and two current employment combinations observed on the family units with single heads. These family unit current labor force and employment status combinations were grouped into the following categories, which are hereafter referred to as the "current participation in employment" groups:

1. Dual heads both of whom were employed/unemployed (nine family units).
2. Dual heads with one or two labor force nonparticipants (twenty-one family units).
3. Single heads who were either employed or nonparticipants (thirteen family units). (There were no unemployed single heads.)

TABLE 18

Survey Week Labor Force and Employment Status of Adults of Forty-three Rural Low Income Family Units

Survey Week Labor Force and Employment Status	Number	Percentage
Husband--employed, wife--employed	8	18.60
Husband--employed, wife--nonparticipant	13	30.23
Husband--unemployed, wife--unemployed	1	2.33
Husband--unemployed, wife--nonparticipant	5	11.63
Husband--nonparticipant, wife--employed	1	2.33
Husband--nonparticipant, wife--nonparticipant	2	4.65
Single head--employed	4	9.30
Single head--nonparticipant	9	20.93
Total	43	100.00

1971 Participation in Employment Groups

There was evidence (Parnes, et al., 1968) suggesting current labor force participation during a survey week would differ from labor force participation during a twelve-month period, respondents who were dual heads of family units were classified according to their 1971 labor force and employment status. The data used to group the family units with dual heads were obtained from Items 1 and 7 of the Work History: 1967-1971 Data Instrument (Appendix G). Respondent pairs who reported one or more weeks of employment and/or reported one or more weeks of unemployment during 1971 were grouped together. Respondent pairs with one or two nonparticipants during 1971 were grouped separately. Single respondents were excluded from this grouping. The following categories, hereafter referred to as the "1971 participation in employment" groups were identified and studied:

1. Dual heads both of whom were employed/unemployed during 1971 (fourteen family units).
2. Dual heads with one or two nonparticipants during 1971 (sixteen family units).

Table 19 data show the relationship between current and 1971 participation in employment for the thirty rural low income dual heads of family units. More than three-fourths, 77.78 percent, of the nine dual heads classified as current work force participants were also work force participants during 1971. Two-thirds of the twenty-one dual heads with a current work force nonparticipant also had a nonparticipant during 1971.

The obtained chi square value of 3.37, using Yates's correction, was not significant (P. > .05). While the chi square is not significant, examination of the frequencies would lead one to believe that the two variables are not independent and the nonsignificant chi square value is caused by the small cell frequencies.

TABLE 19

Chi-square Test for the Relationship Between Current Participation in Employment and 1971 Participation in Employment of Thirty Rural Low Income Dual Heads of Family Units

	Current Employment			
1971 Employment	Participants	Nonparticipant	Total	Chi Square
Participants	7	7	14	3.37 ns
Nonparticipant	2	14	16	
Total	9	21	30	

Statistical Treatment

Analysis of variance, using the F-ratio, and chi-square distribution tests were used to determine the significance of the differences among the three current employment groups for the appropriate variables identified in Hypotheses 1 through 8, pp. 14-20. The significance of the differences among the two 1971 employment groups for the variables identified in Hypotheses 1 through 8, pp. 14-20, were determined with the t and chi square distribution. All hypotheses were tested at the .05 level of probability.

The reader is cautioned that the two groupings were accomplished with the same subjects. Thus a significance test on a variable using one set of categories is not independent of a significance test using the other set of categories and should not be so interpreted.

When the F-ratio in the analysis of variance was significant, the Scheffé method of multiple comparisons (Glass and Stanley, 1970) was used to determine the significance of the differences between group means. The contrasts in which the investigator was interested were as follows:

A. $\mu_1 - \mu_2$.

B. $\mu_1 - \mu_3$.

C. $\mu_2 - \mu_3$.

D. $\left[(\mu_1 + \mu_2)/2\right] - \mu_3$.

Family Characteristics of Rural Low Income Adults

Hypothesis I stated there will be significant differences in family characteristics among rural low income adults grouped according to their participation in employment. Data required to test Hypothesis I were collected with the Family Data Instrument (Appendix A). The characteristics assessed consisted of family size, family mobility, and 1971 family income.

Family Size

There were two family size variables assessed: number of children and number of persons.

Number of Children

Table 20 shows the mean number of children for rural low income adults grouped according to their current participation in employment. The number of children was the sum of pre- and in-school children living at home during the survey week. Group 2 adults had the largest average number of children which was 4.00. Group I had 3.00 children, and Group 3 reported the least number of children, 1.38.

TABLE 20

Mean and Standard Deviation for Number of Children of Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group[1]	Number	Mean	Standard Deviation
1	9	3.00	2.65
2	21	4.00	2.26
3	13	1.38	1.50
Total	43		

[1] Current Participation in Employment Groups

1. Dual heads both of whom were employed/unemployed.
2. Dual heads with one or two nonparticipants.
3. Single heads who were either employed or nonparticipants.

A summary of the analysis of variance, shown in Table 21, resulted in an F ratio of 5.935 which was significant (P. < .01).

TABLE 21

Analysis of Variance Summary on Number of Children for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	54.923	27.462	5.935[1]
Within	40	185.077	4.627	

[1] Significant at the .01 level of probability.

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrasts C and D were significantly ($P. \leq .05$) different from zero. Contrasts A and B were not significant ($P. > .05$). It may be concluded family units with a single head contained fewer children than family units with dual heads containing one current nonparticipant. It may also be concluded family units with a single head contained fewer children than family units with dual heads.

Table 22 reveals the mean number of children for rural low income adult dual heads grouped by their 1971 participation in employment. Group I had a mean of 2.79 children, and Group 2 had a mean of 4.50 children. The obtained t of 2.077 was significant ($P. < .05$).

TABLE 22

T-test on Number of Children for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
I	14	2.79	2.39	28	2.077[1]
2	16	4.50	2.13		

[1] Significant at the .05 level of probability.

It may be concluded that rural low income dual heads who were in the work force during 1971 had fewer children living at the family residence than rural low income dual heads with one nonparticipant during 1971.

Number of Persons

Table 23 shows the mean number of persons for rural low income adults grouped according to their current participation in employment. The number of persons included the number of children and the number of adults who comprised a family unit during the survey week. Group 2 had the largest mean number of persons which was 6.10. Group 1 had 5.00 persons, and Group 3 reported the fewest persons, 2.85.

TABLE 23

Mean and Standard Deviation for Number of Persons of Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean[1]	Standard Deviation
1	9	5.00	2.65
2	21	6.10	2.28
3	13	2.85	1.57
Total	43		

[1] Includes all children and adults reported to be living with the family unit.

A summary of the analysis of variance, shown in Table 24, resulted in an F ratio of 8.962 which was significant (P. < .001).

TABLE 24

Analysis of Variance Summary on Number of Persons for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	84.917	42.458	8.962[1]
Within	40	189.502	4.738	

[1] Significant at the .001 level of probability.

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrasts C and D were significantly ($P. \leq .05$) different from zero. Contrasts A and B were not significant ($P. > .05$). It may be concluded family units with a single head contained fewer persons than family units with a dual head containing one current nonparticipant. It may also be concluded family units with a single head contained fewer persons than family units with dual heads.

Table 25 shows the mean number of persons for rural low income adult dual heads grouped by their 1971 participation in employment. There were 4.79 persons living in Group 1 residences and 6.63 persons living in Group 2 residences. The obtained t of 2.229 was significant ($P. < .05$).

It may be concluded that rural low income dual heads who were in the work force during 1971 also had fewer persons living at the family residence than rural low income dual heads with one nonparticipant during 1971.

TABLE 25

T-test on Number of Persons for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	4.79	2.39	28	2.229[1]
2	16	6.63	2.13		

[1] Significant at the .05 level of probability.

Family Mobility

Three family mobility variables were tested: number of years at the current address, location of previous address, and reason for last geographic move.

Number of Years at the Current Address

Table 26 reveals the mean number of years at the current address for rural low income adults grouped according to their current participation in employment. Group 1 respondents reported the greatest residence tenure of 11.89 years. Group 3 reported 9.00 years, and Group 2 reported the least number of years at the current address, 6.48 years.

A summary of the analysis of variance, shown in Table 27, resulted in an F ratio of .981 which was not significant (P. > .05) indicating that there was no significant difference among the means.

TABLE 26

Mean and Standard Deviation for Number of Years at the Current Address of Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean	Standard Deviation
1	9	11.89	9.20
2	21	6.48	6.06
3	13	9.00	14.44
Total	43		

TABLE 27

Analysis of Variance Summary on Number of Years Lived at Current Address for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	191.920	95.96	.981 ns
Within	40	3914.127	97.85	

Table 28 shows the mean number of years at the current residence for rural low income adult dual heads grouped by their 1971 participation in employment. Group 1 respondents had lived at their current residence a mean of 9.07 years and Group 2 respondents, 7.25 years. The obtained t of .664 was not significant (P. > .05).

TABLE 28

T-test on Number of Years at the Current Address for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	9.07	8.35	28	.664 ns
2	16	7.25	6.66		

It may be concluded that the number of years at the current address was not significantly related to the 1971 participation in employment by rural low income adult dual heads.

Location of Previous Address

There were forty family units who reported making at least one geographic move. The frequency of responses for location of previous address by current employment group is summarized in Table 29. Slightly more than four-fifths, 82.50 percent, of these forty family units last made an intracounty move. The highest percentage of intracounty moves were reported by Group 3 respondents, 91.67 percent. The smallest percentage of intracounty moves were reported by Group 1 respondents, 75.00 percent.

The chi square statistic was used to determine the relationship between the location of previous address and current participation in employment by rural low income adults reporting at least one geographic move. The obtained chi square value of 1.01 was not significant (P. > .05). Thus there is no evidence for an association between location of previous address and current participation in employment.

TABLE 29

Frequency of Location of Previous Address for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Location of Previous Address[1] Same County	 Outside of County[2]	Total	Chi Square
1	6	2	8	1.01 ns
2	16	4	20	
3	11	1	12	
Total	33	7	40	

[1] Response alternatives:

1. Same county.
2. Different county.
3. Out of state.

[2] Response alternatives 2 and 3 were combined.

The frequency of responses for location of previous address by 1971 employment group is summarized in Table 30. The percentage of intracounty moves reported by Groups 1 and 2 were similar, 76.92 percent and 80.00 percent respectively.

The chi square statistic was used to determine the relationship between the location of previous address and 1971 participation in employment by twenty-eight rural low income dual heads reporting one geographic move. The obtained chi square value of 0.04 was not significant (P. > .05). Thus there is no evidence for an association between location of previous address and 1971 participation in employment by dual heads.

TABLE 30

Frequency of Location of Previous Address for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Location of Previous Address Same County	 Outside of County	Total	Chi Square
1	10	3	13	0.04 ns
2	12	3	15	
Total	22	6	28	

Reason for the Last Geographic Move

The forty family units who reported at least one geographic move were asked to describe their reasons for undertaking the last change of residence. Where more than one reason was described to the investigator, the respondent was asked to judge which one was the most important. These responses were coded by the investigator into either a job related or other reason summarized in Table 31.

Group 1 respondents had the highest percentage of job related responses to the reason for the last geographic move. The smallest percentage of job related responses was reported by Group 3 respondents. These percentages were 75.00 and 08.33 respectively. Group 2 respondents had a 25.00 percent response frequency to the job related category.

TABLE 31

Frequency of Reason for Last Geographic Move for Rural Low Income Adults Grouped by Current Participation in Employment

	Reason for Last Geographic Move			
Employment Group	Job	Other Reason	Total	Chi Square
1	6	2	8	7.53[1]
2	5	15	20	
3	1	11	12	
Total	12	28	40	

[1] Significant at the .05 level of probability.

The chi square statistic was used to determine the relationship between the reason for the last geographic move and current participation in employment by rural low income adults reporting one geographic move. The obtained chi square value of 7.53 was significant (P. < .05). It may be concluded there is a greater tendency for dual heads who were current work force participants to have made their most recent geographic move for a job related purpose than dual heads with one nonparticipant or single heads.

The frequency of responses to reason for last geographic move by 1971 employment group is summarized in Table 32. Less than one-half of the dual heads who reported a geographic move did so for a job related purpose when grouped by their 1971 participation in employment. The percentages for the two groups were 46.15 and 33.33 respectively.

TABLE 32

Frequency of Reason for Last Geographic Move for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Reason for Last Geographic Move: Job	Other Reason	Total	Chi Square
1	6	7	13	0.48 ns
2	5	10	15	
Total	11	17	28	

The chi square statistic was used to determine the relationship between the reason for the last geographic move and 1971 participation in employment. The obtained chi square value of 0.48 was not significant (P. > .05). Thus there is no evidence for an association between reason for the last geographic move and 1971 participation in employment by dual heads.

Family Income

There were three family income variables tested: wage and salary income, total employment income, and nonemployment income.

Amount of 1971 Wage and Salary Income

Table 33 reveals the mean wage and salary income during 1971 for rural low income adults grouped according to their current participation in employment. The greatest amount of wage and salary income was received by Group 2 respondents with a mean $2857. Group 1 respondents reported $2189, and a mean wage and salary income of $669 for Group 3 was the least amount among the three groups.

TABLE 33

Mean and Standard Deviation for the Amount of 1971 Wage and Salary Income of Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean ($00)	Standard Deviation ($00)
1	9	21.89	20.33
2	21	28.57	15.07
3	13	6.69	8.17
Total	43		

A summary of the analysis of variance, shown in Table 34, resulted in an F ratio of 8.939 which was significant ($P. < .001$).

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrasts C and D were significantly ($P. \leq .05$) different from zero. Contrasts A and B were not significant ($P. > .05$). It may be concluded family units with a single head received less wage and salary income during 1971 than family units with a dual head containing one current nonparticipant. It may also be concluded family units with a single head received less 1971 wage and salary income than family units with dual heads, irrespective of whether or not one or both members were current participants in the work force.

TABLE 34

Analysis of Variance Summary on Amount of Wage and Salary Income for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	3863.80	1931.90	8.939[1]
Within	40	8644.80	216.12	

[1] Significant at the .001 level of probability.

Table 35 reveals the mean 1971 wage and salary income for rural low income adult dual heads grouped by their 1971 participation in employment. Group 1 reported \$1986 wage and salary income while Group 2 family units had \$3244 from this source. The obtained t of 2.190 was significant ($P. < .05$).

TABLE 35

T-test on Amount of 1971 Wage and Salary Income for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean ($00)	Standard Deviation ($00)	df	t
1	14	19.86	17.35	28	2.190[1]
2	16	32.44	14.21		

[1] Significant at .05 level of probability.

It may be concluded that rural low income dual heads with both members in the work force during 1971 received less income from wages and salaries than dual heads with one nonparticipant during 1971.

Amount of 1971 Total Employment Income

Table 36 shows the mean total employment income during 1971 for rural low income adults grouped according to their current participation in employment. When all sources of employment income were summed for 1971, there was little difference observed between Groups 1 and 2 respondents who reported $2956 and $2976 respectively. The $708 total employment income received by Group 3 respondents was approximately one-fourth that of Groups 1 and 2.

A summary of the analysis of variance, shown in Table 37, resulted in an F ratio of 15.273 which was significant (P. < .001).

TABLE 36

Mean and Standard Deviation for the Amount of 1971 Total Employment Income of Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean ($00)	Standard Deviation ($00)
1	9	29.56	13.31
2	21	29.76	13.97
3	13	7.08	7.94
Total	43		

TABLE 37

Analysis of Variance Summary on the Amount of 1971 Total Employment Income for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	4642.21	2321.10	15.273[1]
Within	40	6078.95	151.97	

[1] Significant at the .001 level of probability.

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrasts B, C, and D were significantly (P. $\leq$ .05) different from zero. Contrast A was not significant (P. > .05). It may be concluded that family units with a single head received less income from employment than family units with dual heads.

Table 38 shows the mean total employment income for rural low income adult dual heads grouped by their 1971 participation in employment. Group 1 respondents reported a 1971 total income from employment of $2479 while Group 2 respondents reported $3400 total employment income. The obtained t of 1.946 was not significant (P. > .05).

TABLE 38

T-test on the Amount of 1971 Total Employment Income for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean ($00)	Standard Deviation ($00)	df	t
1	14	24.79	13.84	28	1.946 ns
2	16	34.00	12.11		

It may be concluded 1971 total employment income was not significantly related to the 1971 participation in employment by rural low income dual heads of family units.

Nonemployment Income

All respondents were asked whether or not their family unit received some form of nonemployment income during 1971. The frequency of responses to receiving nonemployment income by current employment group is summarized in Table 39. More than one-half, 55.81 percent, of all family units were reported to have received one or more forms of nonemployment income during 1971. The percentage of family units receiving nonemployment income ranged from a high of 84.62 percent for Group 3 adults to 33.33 percent for Group 1 adults.

TABLE 39

Frequency of Receiving 1971 Nonemployment Income for Rural Low Income Adults Grouped by Current Participation in Employment

	Receiving Nonemployment Income[1]			
Employment Group	One or More Sources Cited[2]	None	Total	Chi Square
1	3	6	9	4.48 ns
2	10	11	21	
3	11	2	13	
Total	24	19	43	

[1] Response alternatives:

1. A pension.
2. Disability payments.
3. Social Security payments.
4. Unemployment benefits.
5. Public assistance.
6. Other, specify.
7. None

[2] Response alternatives 1 through 6 were combined.

The chi square statistic was used to determine the relationship between receiving 1971 nonemployment income and current participation in employment. The obtained chi square value of 4.48 was not significant (P. > .05). The evidence for an association between receiving nonemployment income during 1971 and current participation in employment is weak.

The frequency of responses to receiving 1971 nonemployment income by 1971 employment group is summarized in Table 40. Group I reported the highest percentage with 57.14 percent who received some form of nonemployment income during 1971. Group 2 had a 31.25 percent response frequency.

TABLE 40

Frequency of Receiving Nonemployment Income for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Receiving Nonemployment Income[1] One or More Sources Cited[2]	None	Total	Chi Square
1	8	6	14	2.04 ns
2	5	11	16	
Total	13	17	30	

[1] See footnote 1, Table 39.

[2] See footnote 2, Table 39.

The chi square statistic was used to determine the relationship between receiving nonemployment income during 1971 and 1971 participation in employment by dual heads of family units. The obtained chi square value of 2.04 was not significant (P. > .05). The evidence for an association between receiving nonemployment income during 1971 and 1971 participation in employment is weak.

Summary

Slightly more than one-fifth (20.93 percent) of the rural low income family units in this study contained dual heads who were both currently employed and/or unemployed. Another 48.83 percent of the sample were dual heads with at least one current nonparticipant. The remainder of the sample (30.23 percent) were family units with a single head.

During 1971, 46.67 percent of the family units with dual heads had both members in the work force. The remaining 53.33 percent of the family units with dual heads had one member who did not participate in the work force.

Rural low income adults who were single heads of family units had fewer children, fewer dependents, were more likely to have made their last geographic move for a nonjob related purpose, received less 1971 wage and salary income, and received less 1971 total employment income than rural low income adults who were dual heads of family units with one current nonparticipant and rural low income adults who were dual heads of family units.

There were no significant differences observed for the family characteristics tested among the adults who were dual heads of family units grouped by current participation in employment. However, where the dual heads were grouped by their 1971 participation in employment, the dual heads who were both 1971 participants in the work force had fewer children, fewer dependents, and less 1971 wage and salary income.

The respondents reported a mean of 8.37 number of years at their current address. Over 80 percent of the respondents reporting one geographic move said the location of the previous address was in the current county of residence. The differences among the employment groups on these two variables were not significant (P. > .05).

Personal Characteristics of Rural Low Income Adults

Hypothesis Two stated there will be significant differences in personal characteristics among rural low income adults grouped according to their participation in employment. Data required to test Hypothesis Two were collected with the Personal Data Instrument (Appendix B). The characteristics assessed consisted of age and a category of health and physical condition.

Age

Table 41 reveals the mean age for rural low income adults grouped according to their current participation in employment. Group 2 respondents were younger with a reported mean age of 37.26 years. Group 3 respondents were the oldest group with a mean of 41.69 years. The Group 1 age of 37.89 was very similar to Group 2.

TABLE 41

Mean and Standard Deviation for the Age of Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean	Standard Deviation
1	9	37.89	11.44
2	13	37.26	9.48
3	11	41.69	11.15
Total	43		

A summary of the analysis of variance, shown in Table 42, resulted in an F ratio of 0.764 which was not significant (P. > .05), indicating that there was no significant difference among the means.

TABLE 42

Analysis of Variance Summary on Age for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	165.71	82.95	.764 ns
Within	40	4335.47	108.39	

Table 43 shows the mean age for dual heads grouped by their 1971 participation in employment. Group 2 respondents were oldest with a reported 39.53 years of age. Group 1 respondents reported a mean 35.07 years of age. The obtained t of 1.242 was not significant (P. > .05).

TABLE 43

T-test on Age for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	35.07	10.95	28	1.242 ns
2	16	39.53	8.71		

It may be concluded that age was not significantly related to the 1971 participation in employment by rural low income dual heads.

Health and Physical Condition

There were three personal health and physical condition variables tested: a self-rating of the effect of health on kind of work, a self-rating of the effect of health on amount of work, and number of health and physical constraints.

Self-rating the Effect of Health on Kind of Work

Each respondent was asked to self-rate his health and physical condition relative to the kind of work he could perform. Respondents received a printed copy of Item 3 of the Personal Data Instrument (Appendix B) when this question was asked. Table 44 reveals the mean responses to Item 3A for the adults grouped according to their current participation in employment. To obtain a mean response for each group, a score was assigned to each alternative response, i.e., SA = 5 points, A = 4 points, U = 3 points, D = 2 points, and SD = 1 point. A high score on this item indicates an individual believes his health or physical condition severely limits the kind of work he can perform.

TABLE 44

Mean and Standard Deviation for Self-rating the Effect of Health on *Kind* of Work of Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean[1]	Standard Deviation
1	9	2.06	.81
2	21	2.69	1.12
3	13	3.31	1.25
Total	43		

[1] Response alternatives:

1. SA means "strongly agree." (5 points)
2. A means "agree." (4 points)
3. U means "undecided." (3 points)
4. D means "disagree." (2 points)
5. SD means "strongly disagree." (1 point)

Group 3 adults had the highest mean score, 3.31, on the effect of health on kind of work they could perform. Group 1 respondents had the lowest mean score with a 2.06, and a mean of 2.69 was calculated for Group 2 respondents.

A summary of the analysis of variance, shown in Table 45, resulted in an F ratio of 3.435 which was significant (P. < .05).

TABLE 45

Analysis of Variance Summary on Self-rating the Effect of Health on Kind of Work for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	8.46	4.23	3.435[1]
Within	40	49.23	1.23	

[1] Significant at the .05 level of probability.

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrasts B and D were significantly (P. ≤ .05) different from zero. Contrasts A and C were not significant (P. > .05). It may be concluded single heads of family units believe their health is more limiting on the kind of work they can perform than dual heads with both members currently in the work force and all dual heads of family units.

Table 46 shows the mean responses to self-rating the effect of health on kind of work for dual heads grouped by their 1971 participation in employment. Group 2 had a slightly higher mean score, 2.69, than Group 1 with a 2.29. The obtained t of 1.030 was not significant (P. > .05).

TABLE 46

T-test on Self-rating the Effect of Health on Kind of Work for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	2.29	.85	28	1.030 ns
2	16	2.69	1.22		

It may be concluded that the subjects' self-rating of the effect of health on the kind of work that could be performed was not significantly related to the 1971 participation in employment by dual heads of rural low income family units.

Self-rating the Effect of Health on Amount of Work

Each respondent was also asked to self-rate his health and physical condition relative to the amount of work he could perform. The interview procedure and scoring method used were the same as the procedure described for the effect of health on kind of work. A high score on this item indicates an individual believes his health or physical condition severely limits the amount of work he can perform.

Table 47 shows the mean responses to Item 3B of the Personal Data Instrument (Appendix B) for the respondents grouped according to their current participation in employment. The highest mean score was a 3.31

for Group 3 respondents. Group 2 respondents had a 2.60, and the lowest mean score of 1.83 was observed on Group 1 respondents.

TABLE 47

Mean and Standard Deviation for Self-rating the Effect of Health on Amount of Work of Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean[1]	Standard Deviation
1	9	1.83	.61
2	21	2.60	1.01
3	13	3.31	1.25
Total	43		

[1] Response alternatives:

1. SA means "strongly agree." (5 points)
2. A means "agree." (4 points)
3. U means "undecided." (3 points)
4. D means "disagree." (2 points)
5. SD means "strongly disagree." (1 point)

A summary of the analysis of variance, shown in Table 48, resulted in an F ratio of 5.556 which was significant (P. < .001).

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrasts B and D were significantly (P. ≤ .05) different from zero. Contrasts A and C were not significant (P. > .05). It may be concluded single heads of family units believe their health is more limiting on the amount of work they can perform than dual heads with both members currently in the work force and all dual heads of family units.

TABLE 48

Analysis of Variance Summary on Self-rating the Effect of Health on Amount of Work for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	11.69	5.84	5.556[1]
Within	40	42.09	1.05	

[1] Significant at the .001 level of probability.

Table 49 shows the mean responses to self-rating the effect of health on amount of work for dual heads grouped by their 1971 participation in employment. Group 2 respondents had a slightly higher mean score of 2.56 on this item. Group 1 respondents had a mean score of 2.14. The obtained t of 1.198 was not significant (P. > .05).

TABLE 49

T-test on Self-rating the Effect of Health on Amount of Work for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	2.14	.79	28	1.198 ns
2	16	2.56	1.08		

It may be concluded that the effect of health on the amount of work that could be performed was not significantly related to the 1971 participation in employment by the dual heads of rural low income family units.

Number of Health and Physical Constraints

The rural low income respondents were asked to describe any health or physical constraint they believed limited the kind/amount of work they could perform. Table 50 shows the mean responses to the number of health and physical constraints for the respondents grouped according to their participation in employment. To obtain a mean response for each group, a score of one was assigned to each different constraint reported by the respondent. The greatest number of constraints was reported by the Group 3 adults with a mean of 1.100. A mean of .167 by the Group 1 adults was the fewest for the three groups. Group 2 adults had a mean of .476 on this item.

TABLE 50

Mean and Standard Deviation for the Number of Health and Physical Constraints Reported by Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean	Standard Deviation
1	9	.167	.35
2	21	.476	.46
3	13	1.100	.32
Total	43		

A summary of the analysis of variance, shown in Table 51, resulted in an F ratio of 13.429 which was significant (P. < .001).

TABLE 51

Analysis of Variance Summary on the Number of Health and Physical Constraints Reported by Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	4.456	2.228	13.429[1]
Within	40	6.138	.166	

[1] Significant at the .001 level of probability.

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrasts B, C, and D were significantly different from zero (P. ≤ .05). Contrast A was not significant (P. > .05).

It may be concluded single heads of family units report more health and physical constraints than the dual heads of family units.

Summary

The reported age of the respondents was not related to their participation in employment. The mean age for all respondents interviewed was 38.73 years.

It is apparent the single heads of family units perceive their personal health and physical condition places a greater restriction on both the kind and amount of work they can perform than dual heads with both members currently in the work force and all dual heads of family units combined. Single heads also reported a greater number of health and physical limitations than dual heads, regardless of their current participation in employment.

Whether grouped by current or by 1971 participation in employment, the dual heads did not perceive their health and physical condition differently relative to both the kind and the amount of work they could perform.

Job Seeking Characteristics of Rural Low Income Adults

Hypothesis Three stated there will be significant differences in job seeking information among rural low income adults grouped according to their participation in employment. Data required to test Hypothesis Three were collected with the Job Seeking Data Instrument (Appendix C). The job seeking characteristics assessed consisted of current job search interest, contacts with selected sources of job information, amount of help provided by selected sources of job information, and refusal of a job offer.

Current Job Search Interest

There were two current job search interest variables tested: seeking employment and reason for not seeking employment.

Seeking Employment

The respondents were asked whether or not they had searched for employment during the four-week period prior to the interview week. The frequency of responses to currently seeking employment by current employment group is summarized in Table 52. The highest percentage of current job seekers was observed for Group 2 respondents with an observed 19.05 percent. Slightly more than 10 percent of Group 1 respondents were seeking employment. None of the adults in Group 3 were currently seeking employment.

TABLE 52

Frequency of Currently Seeking Employment for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Currently Seeking Employment			
	Yes	No	Total	Chi Square
1	2	16	18	3.20 ns
2	8	34	42	
3	0	13	13	
Total	10	63	73	

The chi square statistic was used to determine the relationship between currently seeking employment and current participation in employment by rural low income adults. The obtained chi square value of 3.197 was not significant (P. > .05). Thus the evidence for an association other than chance between currently seeking employment and current participation in employment is weak.

The frequency of response to currently seeking employment by 1971 employment group is summarized in Table 53. Slightly more than 14 percent of Group 1 respondents and 18.75 percent of Group 2 respondents reported they had sought employment during the four-week period prior to the interview.

TABLE 53

Frequency of Currently Seeking Employment for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Currently Seeking Employment Yes	No	Total	Chi Square
1	4	24	28	0.21 ns
2	6	26	32	
Total	10	40	60	

The chi square statistic was used to determine the relationship between currently seeking employment and 1971 participation in employment. The obtained chi square value of 0.214 was not significant (P. > .05). Thus there is no evidence for an association between currently seeking employment and 1971 participation in employment by dual heads.

Reason for Not Seeking Employment

When a respondent said he had not been seeking work during the previous four weeks, Item 18 was read aloud by the investigator. Following the introductory item question, the investigator explained this item was not intended to mean respondents should be seeking work. Where more than one response alternative was checked for a respondent, he was asked to judge which reason was the most important.

The frequency of response to the reason for not seeking employment by current employment group is summarized in Table 54. More than four-fifths, 81.25 percent, of the Group I respondents were not actively seeking employment for the reasons of "likes present job" and "there are no better jobs around." The same response category drew 29.41 percent of Group 2 responses and 23.08 percent of Group 3 responses.

TABLE 54

Frequency of Reason for Not Seeking Employment for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Reason for Not Seeking Employment[2]: Job[3]	Reason for Not Seeking Employment[2]: Other	Total	Chi Square
1	13	3	16	14.34[1]
2	10	24	34	
3	3	10	13	
Total	26	37	63	

[1] Significant at the .001 level of probability.

[2] Response alternatives:

1. Likes present job.
2. There are no better jobs around.
3. In school or training program.
4. There are no jobs available.
5. Prefers not to work this time of year.
6. There are no decent jobs available.
7. Personal, family reasons
8. Health
9. Other, specify.

[3] Response alternatives 1 and 2 were combined.

The chi square statistic was used to determine the relationship between the reason for not seeking employment and current participation in employment by the sixty-three respondents who were not seeking employment. The obtained chi square value of 14.34 was significant (P. < .001). There is a tendency for more dual heads who were current work force participants not to seek employment for the reasons of "likes present job" and "there are no better jobs around" than dual heads with a nonparticipant or single heads.

The frequency of responses to the reason for not seeking employment by 1971 employment group is summarized in Table 55. A larger percentage, 58.33 percent, of Group 1 respondents were not seeking employment for the two job related reasons of "likes present job" and "there are no better jobs around." The same response category drew 42.31 percent of Group 2 responses.

TABLE 55

Frequency of Reason for Not Seeking Employment for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Reason for Not Seeking Employment			Chi Square
	Job	Other	Total	
1	14	10	24	1.28 ns
2	11	15	26	
Total	25	25	50	

The chi square statistic was used to determine the relationship between the reason for not seeking employment and 1971 participation in employment by the members of family units with dual heads who were not seeking employment. The observed chi square value of 1.28 was not significant (P. > .05). There is no evidence for an association between the reason for not seeking employment and 1971 participation in employment by dual heads.

A description of the respondents who were actively seeking employment is presented in Appendix N.

Contacts With Selected Sources of Job Information

The respondents were asked whether or not they had ever used any of the six selected sources of job information listed for Item 7 to locate employment. They were also asked to suggest other sources of job information they had used. There were two such sources suggested, a union and an MDTA program, with one respondent contact for each source.

Job information contacts on four sources of information were assessed: a state employment office, direct employer contact, friends and relatives, and help wanted advertisements. Since all but three respondents reported they had never used a private employment agency or placed an employment wanted advertisement, these data were not tested.

Use of a State Employment Office

The frequency of responses to the use of a state employment office by current employment group is summarized in Table 56. The data reveal approximately one-third of all raspondents had contacted a state employment office as a means of locating a job. Group I respondents had the highest percentage with a 50 percent affirmative response rate. Groups

2 and 3 respondents had virtually the same affirmative response frequency with 28.57 and 30.77 percent respectively.

TABLE 56

Frequency of Response to the Use of a State Employment Office for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Use of a State Employment Office			
	Yes	No	Total	Chi Square
1	9	9	18	2.66 ns
2	12	30	42	
3	4	9	13	
Total	25	48	73	

The frequency of responses to the use of a state employment office by 1971 employment group is summarized in Table 57. Grouping the dual heads by their 1971 participation in employment revealed slightly more than one-third of both groups had contacted a state employment office. The highest percentage was reported by Group 1 respondents, 39.29 percent. Less than one-third, 31.25 percent, of the Group 2 respondents had used a state employment office to locate a job.

The chi square statistic was used to determine the relationships between use of a state employment office and (1) current participation in employment and (2) 1971 participation in employment. The observed chi square values of 2.66 on Table 56 data and 0.42 on Table 57 data were not significant (P. > .05). The evidence for an association other than chance between the use of a state employment office and current participation in employment is weak.

TABLE 57

Frequency of Response to the Use of a State Employment Office for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Use of a State Employment Office			
	Yes	No	Total	Chi Square
1	11	17	28	0.42
2	10	22	32	
Total	21	39	60	

Use of Direct Employer Contact

The frequency of responses to the use of direct employer contact by current employment group is summarized in Table 58. The data reveal nearly two-thirds of all respondents had relied on direct employer contact at some time to locate a job. Group 2 respondents were the most frequent users of this source of job information with a reported 80.95 percent affirmative response frequency. Groups 1 and 3 respondents did not differ appreciably with reported 66.67 and 61.54 percent respectively.

TABLE 58

Frequency of Response to the Use of Direct Employer Contact for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Use of Direct Employer Contact			Chi Square
	Yes	No	Total	
1	12	6	18	2.61 ns
2	34	8	42	
3	8	5	13	
Total	54	19	73	

The frequency of responses to the use of direct employer contact by 1971 employment group is summarized in Table 59. Group 2 reported the highest percentage, 87.50 percent, use of direct employer contact to locate a job. Slightly less than two-thirds, 64.29 percent, of the Group 1 respondents reported contacting employers directly to locate employment.

TABLE 59

Frequency of Response to the Use of Direct Employer Contact for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Use of Direct Employer Contact			Chi Square
	Yes	No	Total	
1	18	10	28	4.50[1]
2	28	4	32	
Total	46	14	60	

[1] Significant at the .05 level of probability.

The chi square statistic was used to determine the relationships between the use of direct employer contact and (1) current participation and (2) 1971 participation in employment. The observed chi square value of 2.61 on the data presented in Table 58 was not significant (P. > .05). The observed chi square value of 4.50 on the data presented in Table 59 was significant (P. < .05). The evidence for an association other than chance between the use of direct employer contact and current participation in employment is weak. However, it may be concluded that there is a tendency for more respondents who are dual heads with a nonparticipant during 1971 to have used direct employer contacts than respondents who are dual heads with both members in the work force.

Use of Friends and Relatives

The frequency of responses to the use of friends and relatives as a source of job information by current employment group is summarized in Table 60. Nearly one-half of all respondents reported friends and relatives had been used to locate employment. By group the percentages were 33.33, 52.38, and 38.46 respectively.

The frequency of responses to the use of friends and relatives by 1971 employment group is summarized in Table 61. Nearly one-half of the respondents who were dual heads had relied on friends and relatives as a source of job information. By group the percentages were 39.29 and 53.12 respectively.

The chi square statistic was used to determine the relationships between the use of friends and relatives and (1) current participation and (2) 1971 participation in employment.

TABLE 60

Frequency of Response to the Use of Friends and Relatives for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Use of Friends and Relatives Yes	 No	 Total	Chi Square
1	6	12	18	2.13 ns
2	22	20	42	
3	5	8	13	
Total	33	40	73	

TABLE 61

Frequency of Response to the Use of Friends and Relatives for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Use of Friends and Relatives Yes	 No	 Total	Chi Square
1	11	17	28	1.15 ns
2	17	15	32	
Total	28	32	60	

The observed chi square values of 2.13 on Table 60 data and 1.15 on Table 61 data were not significant (P. > .05). There is no evidence for an association between the use of friends and relatives to locate employment and either current participation or 1971 participation in employment.

Use of Help Wanted Advertisements

The frequency of responses to the use of help wanted advertisements by current employment group is summarized in Table 62. Slightly more than 70 percent of all respondents reported using help wanted advertisements to locate employment. By group the frequencies were 66.67, 71.43, and 76.92 percent respectively.

TABLE 62

Frequency of Response to the Use of Help Wanted Advertisements
for Rural Low Income Adults Grouped by Current
Participation in Employment

Employment Group	Use of Helped Wanted Advertisements Yes	No	Total	Chi Square
1	12	6	18	0.39 ns
2	30	12	42	
3	10	3	13	
Total	52	21	73	

The frequency of responses to the use of help wanted advertisements by 1971 employment group is summarized in Table 63.

TABLE 63

Frequency of Response to the Use of Help Wanted Advertisements for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Use of Help Wanted Advertisements			Chi Square
	Yes	No	Total	
1	11	17	28	0.15 ns
2	11	21	32	
Total	22	38	60	

Approximately three-fourths of the respondents who were dual heads had used help wanted advertisements, Group 1 respondents had the highest percentage with a reported 78.57 percent.

The chi square statistic was used to determine the relationship between the use of help wanted advertisements as a means of locating employment and (1) current participation and (2) 1971 participation in employment. The observed chi square values of 0.39 and 0.15 reported in Tables 62 and 63 respectively, were not significant (P. > .05). There is no evidence for an association between the use of help wanted advertisements and either current participation or 1971 participation in employment.

Amount of Help Provided by Selected Sources of Information

After a respondent indicated whether or not he had used each of the six sources of job information listed for Item 7, he was asked to rate each method according to the amount of help it provides in locating a job. Respondents received a printed copy of the response alternatives. Table 64 shows the mean responses to the amount of help provided by six selected sources of job information for the respondents grouped according to their current participation in employment. To obtain a mean response for each group, a score was assigned to each alternative response, i.e., very helpful = 5 points, quite helpful = 4 points, helpful = 3 points, some help = 2 points, and no help = 1 point. A high score on a source of job information indicates a person judged it to be an effective method of locating employment.

Rating of a State Employment Office

When the respondents were grouped by their current participation in employment, Table 64 reveals Group 3 adults had the highest mean rating of 3.69 on a state employment office. Group 1 adults had a mean rating of 3.44 and the lowest mean rating of 2.74 was observed with Group 2 adults.

A summary of the analysis of variance, shown in Table 65, resulted in an F ratio of 3.269 which was significant (P. < .05).

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrast C was significantly (P. ≤ .05) different from zero. Contrasts A, B, and D were not significant (P. > .05). It may be concluded single heads of family units judge a state employment office to be more helpful in locating employment than dual heads with a nonparticipant.

Table 66 reveals the mean responses to the amount of help provided by the state employment office for dual heads of family units grouped by

TABLE 64

Mean and Standard Deviation for the Amount of Help Provided by Selected Sources of Job Information of Rural Low Income Adults Grouped by Current Participation in Employment

Selected Sources of Job Information	Employment Group					
	Group 1 N = 9		Group 2 N = 21		Group 3 N = 13	
	Mean	Standard Deviation	Mean	Standard Deviation	Mean	Standard Deviation
1. A state employment office	3.44	1.07	2.74	1.00	3.69	1.32
2. A private employment agency	2.11	0.82	1.79	0.77	1.77	0.73
3. Direct employer contact	3.66	1.20	4.14	0.85	3.46	1.51
4. Friends and relatives	2.83	1.00	2.90	0.90	2.62	0.96
5. Help wanted advertisements	2.56	0.85	2.95	1.05	3.00	1.15
6. Placing an employment wanted advertisement	1.94	0.63	2.05	0.80	2.54	1.05

[1] Response alternatives:

1. Very helpful. (5 points)
2. Quite helpful. (4 points)
3. Helpful. (3 points)
4. Some help. (2 points)
5. No help. (1 point)

their 1971 participation in employment. The highest mean score of 3.32 was observed with Group 1 respondents. Group 2 respondents had a mean score of 2.63. The obtained t of 1.902 was not significant (P. > .05). It may be concluded the judgments about the amount of help a state employment office provides in locating employment were not significantly related to the 1971 participation in employment by dual heads of rural low income family units.

TABLE 65

Analysis of Variance Summary on the Amount of Help Provided by the State Employment Office for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F ratio
Between	2	8.141	4.070	3.269[1]
Within	40	49.801	1.245	

[1] Significant at the .05 level of probability.

TABLE 66

T-test on the Amount of Help Provided by the State Employment Office for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Deviation	df	t
1	14	3.32	1.170	28	1.902 ns
2	16	2.63	.847		

Rating of a Private Employment Agency

Table 64 shows the mean responses to the amount of help provided by a private employment agency for adults grouped by their current participation in employment. Group I adults had the highest mean rating of 2.11. Similar mean ratings of 1.79 and 1.77 were observed for Groups 2 and 3 adults respectively.

A summary of the analysis of variance, shown in Table 67, resulted in an F ratio of .669 which was not significant (P. > .05), indicating that there was no significant difference among the means.

TABLE 67

Analysis of Variance Summary on the Amount of Help Provided by a Private Employment Agency for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	.785	.393	.669 ns
Within	40	23.482	.587	

Rating of Direct Employer Contact

Table 64 reveals the mean responses to the ratings of direct employer contact as a method of locating employment for the respondents grouped by current participation in employment. Group 2 adults had the highest mean score of 4.14. Group 1 adults had an observed mean rating of 3.66 and Group 3 adults had the lowest mean rating with an observed value of 3.46.

A summary of the analysis of variance, shown in Table 68, resulted in an F ratio of 1.523 which was not significant (P. > .05), indicating that there was no significant difference among the means.

TABLE 68

Analysis of Variance Summary on the Amount of Help Provided by Direct Employer Contact for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	4.058	2.029	1.523 ns
Within	40	53.302	1.333	

Table 69 reveals the mean responses to the amount of help provided by direct employer contact in locating employment for dual heads of family units grouped by their 1971 participation in employment. Group 2 adults had a slightly higher mean rating of 4.06 than Group 1 adults with a mean rating of 3.93. The obtained t of .367 was not significant. (P. > .05).

It may be concluded the judgments about the amount of help provided by direct employer contact were not significantly related to the 1971 participation in employment by dual heads of rural low income family units.

TABLE 69

T-test on the Amount of Help Provided by Direct Employer Contact for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	3.93	1.124		.367 ns
2	16	4.06	.854		

Rating of Friends and Relatives

When grouped by current participation in employment, Table 64 reveals Group 2 adults had the highest mean value about the amount of help friends and relatives provide in locating employment with an observed value of 2.90. Group 1 adults had a mean rating of 2.83, and the lowest mean rating of 2.62 was observed with Group 3 adults.

A summary of the analysis of variance, shown in Table 70, resulted in an F ratio of .386 which was not significant (P. > .05), indicating that there was no significant difference among the means.

Table 71 shows the mean responses to the amount of help provided by friends and relatives in locating employment for dual heads of family units grouped by their 1971 participation in employment. Group 2 adults had the higher mean rating of 2.96, and a value of 2.79 was observed for Group 1 adults. The obtained t of .524 was not significant (P. > .05).

TABLE 70

Analysis of Variance Summary on the Amount of Help Provided by Relatives for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	.683	.342	.386 ns
Within	40	35.386	.885	

TABLE 71

T-test on the Amount of Help Provided by Friends and Relatives for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	2.79	.701	28	.524 ns
2	16	2.97	1.088		

It may be concluded the judgments of the amount of help provided by friends and relatives in locating employment were not significantly related to the 1971 participation in employment by dual heads of rural low income family units.

Rating of Help Wanted Advertisements

Table 64 reveals the mean response to the amount of help provided by help wanted advertisements in locating employment for the respondents grouped by current participation in employment. The highest mean value of 3.00 was observed with Group I adults. Group 2 adults had a mean response of 2.95, and the lowest mean response of 2.56 was observed with Group I adults.

A summary of the analysis of variance, shown in Table 72, resulted in an F ratio of .570 which was not significant (P. > .05), indicating there was no significant difference among the means.

TABLE 72

Analysis of Variance Summary on the Amount of Help Provided by Help Wanted Advertisements for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	1.244	.622	.570 ns
Within	40	43.675	1.092	

Table 73 shows the mean responses to the amount of help provided by help wanted advertisements in locating employment for dual heads of family units grouped by their 1971 participation in employment. Group I adults rated this source of job information higher than Group 2 adults with observed mean responses of 3.18 and 2.53 respectively.

TABLE 73

T-test on the Amount of Help Provided by Help Wanted Advertisements for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	3.18	.992	28	1.810 ns
2	16	2.53	.921		

The obtained t of 1.810 was not significant (P. > .05). It may be concluded the judgments about the amount of help provided by help wanted advertisements in locating employment were not significantly related to the 1971 participation in employment by dual heads of rural low income family units.

Rating of Placing an Employment Wanted Advertisement

Table 64 reveals the mean responses on the ratings of placing an employment wanted advertisement as a method of locating employment for the respondents grouped by their current participation in employment. Group 3 adults had the highest mean response of 2.54. Group 2 adults had an observed mean response of 2.05, and Group 1 adults had the lowest mean response with an observed value of 1.94.

A summary of the analysis of variance, shown in Table 74, resulted in an F ratio of 1.725 which was not significant (P. > .05), indicating that there was no significant difference among the means.

TABLE 74

Analysis of Variance Summary on the Amount of Help Provided by Placing an Employment Wanted Advertisement for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	2.536	1.268	1.725 ns
Within	40	29.405	.735	

Refusal of a Job Offer

Item 8 was included to determine the incidence of refusing a job offer, reason for refusing a job offer, and the number of years since the most recent job refusal. The frequency of responses to the refusal of a job offer by current employment group is summarized in Table 75. The data shows 36.99 percent of all respondents reported they had refused a job offer at some time. Group 2 adults had the highest percentage of job refusal with 42.86 percent. The affirmative job refusal response frequencies for Groups 3 and 1 were 38.46 and 22.22 percent respectively.

The frequency of responses to the refusal of a job offer by 1971 employment group is summarized in Table 76. Grouping the dual heads by their 1971 participation in employment revealed 36.67 percent of both groups had refused a job offer. The highest percentage of affirmative responses, 39.29 percent, was observed with Group 1 adults. Fewer, 34.37 percent, of the Group 2 respondents reported refusing a job offer.

TABLE 75

Frequency of Response to the Refusal of a Job Offer for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Refusal of a Job Offer			Chi Square
	Yes	No	Total	
1	4	14	18	2.32 ns
2	18	24	42	
3	5	8	13	
Total	27	46	73	

TABLE 76

Frequency of Response to the Refusal of a Job Offer for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Refusal of a Job Offer			Chi Square
	Yes	No	Total	
1	11	17	28	.15 ns
2	11	21	32	
Total	22	38	60	

The chi square statistic was used to determine the relationships between refusal of a job offer and (1) current participation in employment and (2) 1971 participation in employment. The observed chi square values of 2.32 on Table 75 data and 0.15 on Table 76 data were not significant (P. > .05). There is no evidence for an association between the refusal of a job offer and both current and 1971 participation in employment.

The reason for refusing a job offer and the number of years since the most recent job refusal data are presented in Tables 138-140, Appendix N.

Summary

The job seeking characteristics assessed consisted of current job search interest, contacts with selected sources of job information, amount of help provided by selected sources of job information, and refusal of a job offer. All respondents were grouped by current participation in employment, and the dual heads of family units were also grouped by 1971 participation in employment.

Whether or not respondents were seeking employment was not related to participation in employment. The data revealed 13.70 percent of all respondents were actively seeking employment. One-third of the job seekers were currently employed.

The respondents who were not seeking employment had different kinds of reasons for not doing so. Where a respondent was a member of a family unit with dual heads who were both current labor force participants, the reasons of "likes present job" and "there are no better jobs around" were most frequently cited. Respondents who were members of a family unit with dual heads, one of whom was currently a nonparticipant, cited "personal, family reasons" most frequently. Single heads of family units cited "health" most frequently.

Direct employer contact and help wanted advertisements were cited most frequently as methods used to locate a job. Less than one-half of the respondents had used either their friends and relatives or a state employment office to find employment. When the dual heads were grouped by their 1971 participation in employment, there was a greater tendency for dual heads with one nonparticipant to have used direct employer contact than dual heads with both members in the work force. Private employment agency and placing employment wanted advertisements are used infrequently. Only two respondents recalled using any other source of job information.

The respondents judged direct employer contact and a state employment office to be the most helpful methods to locate employment. A private employment agency, friends and relatives, help wanted advertisements, and placing employment wanted advertisements were all judged to be less than helpful. The only significant difference in the ratings on the amount of help provided by the six sources of job information was observed with the rating of the state employment office. Single heads rated this source of job information higher than dual heads with one current nonparticipant member.

Less than one-half of all respondents reported refusing a job offer. Although the reasons for refusing a job offer were not tested, the response frequencies suggest certain aspects of pay and the work station were the most important reasons for refusal.

Occupational Preparation and Assistance of Rural Low Income Adults

Hypothesis Four stated there will be significant differences in occupational preparation and assistance among rural low income adults grouped according to their participation in employment. Data required to test Hypothesis Four were collected with the Occupation Preparation and Assistance Instrument (Appendix D). The occupational preparation and assistance characteristics assessed consisted of school attendance, amount of post-school educational/training activities, amount of occupational assistance received from selected public agencies, and the amount of contact with selected public agencies during 1971.

School Attendance

The number of years of school attendance data were tested. The high school curriculum data are presented in Table 141, Appendix O.

Number of Years of School Attendance

Table 77 reveals the mean years of school attendance for rural low income adults grouped according to their current participation in employment. Group 1 respondents had attended school the longest time with a reported mean of 9.17 years. Group 3 adults attended school less than nine years with an observed mean of 8.77 years. A mean of 9.05 years school attendance was observed for Group 2 adults.

TABLE 77

Mean and Standard Deviation for the Number of Years of School Attendance of Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean	Standard Deviation
1	9	9.17	2.19
2	21	9.05	1.52
3	13	8.77	1.88
Total	43		

A summary of the analysis of variance, shown in Table 78, resulted in an F ratio of 0.155 which was not significant (P. > .05), indicating that there was no significant difference among the means.

TABLE 78

Analysis of Variance Summary on the Number of Years of School Attendance for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	.984	.492	.155 ns
Within	40	127.260	3.182	

Table 79 reveals the mean years of school attendance for dual heads grouped by their 1971 participation in employment. Group 1 respondents attended school 9.18 years and Group 2 respondents, 9.00 years. The obtained t of .280 was not significant (P. > .05).

TABLE 79

T-test on the Number of Years of School Attendance for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	9.18	1.96	28	.280 ns
2	16	9.00	1.53		

It may be concluded that years of school attendance was not significantly related to the 1971 participation in employment by rural low income dual heads.

Amount of Post-school Educational/Training Activities

Item 3 sought to determine the participation in specific educational/training activities by the respondents following the last year of reported school attendance. For the purpose of statistical analysis, data on the nine types of learning activities were combined. Three measures of the amount of post-school educational/training activities were tested: number of activities started, number of activities completed, and occupational helpfulness. The reason for non-completion data are presented in Table 142, Appendix O. The number of years since the last activity data are also presented in Appendix O.

Number of Activities Started

Table 80 shows the mean number of educational/training activities started for rural low income adults grouped according to their current participation in employment. Group 2 adults reported they had participated in the largest number of activities with an observed mean of 1.214. The observed mean number of activities for Groups 3 and 1 adults were .615 and .444 respectively.

TABLE 80

Mean and Standard Deviation for the Number of Post-school Educational/ Training Activities Started of Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Means	Standard Deviation
1	9	.444	.77
2	21	1.214	1.95
3	13	.615	1.88
Total	43		

A summary of the analysis of variance, shown in Table 81, resulted in an F ratio of 1.176 which was not significant (P. > .05), indicating that there was no significant difference among the means.

Table 82 reveals the mean number of educational/training activities started for dual heads grouped by their 1971 participation in employment.

Group 2 adults had participated in 1.03 activities, and Group 1 participated in .93 activities. The obtained t of 0.161 was not significant (P. > .05).

TABLE 81

Analysis of Variance Summary on the Number of Post-school Educational/ Training Activities Started for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	5.035	2.157	1.176 ns
Within	40	85.609	2.140	

TABLE 82

T-test on the Number of Post-school Educational/Training Activities Started for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	.93	1.54	28	.161 ns
2	16	1.03	1.88		

It may be concluded that the number of activities started was not significantly related to the 1971 participation in employment by rural low income dual heads.

Descriptive information by type of program is presented in Table 142, Appendix O.

Number of Activities Completed

Table 83 shows the mean number of educational/training activities completed for rural low income adults grouped according to their current participation in employment. Group 2 adults completed .976 activities. The number of activities completed by Groups 3 and 1 adults were .462 and .389 respectively.

TABLE 83

Mean and Standard Deviation for the Number of Post-school Educational/ Training Activities Completed of Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean	Standard Deviation
1	9	.389	.78
2	21	.976	1.87
3	13	.462	.52
Total	43		

A summary of the analysis of variance, shown in Table 84, resulted in an F ratio of .844 which was not significant (P. > .05), indicating that there was no significant difference among the means.

Data on the reason for noncompletion of activities started are presented in Table 142, Appendix O.

TABLE 84

Analysis of Variance Summary on the Number of Post-school Educational/Training Activities Completed for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	3.304	1.652	.844 ns
Within	40	78.270	1.957	

Amount of Help Provided by Participation in Educational/Training Activities

Respondents reporting one or more educational/training activities were asked to judge the amount of help each activity had provided in their work (Item 3F). Table 85 reveals the mean responses to the amount of help provided for rural low income adults who participated in one or more activities grouped by their current participation in employment. To obtain a mean response for each group, a score was assigned to each response alternative, i.e., very helpful = 5 points, quite helpful = 4 points, helpful = 3 points, some help = 2 points, and no help = 1 point. A high score indicates a respondent judged an educational/training activity to have a positive effect on his employment.

The data in Table 85 show Groups 2 and 3 adults judged the activities they had participated in to be equally effective with observed mean responses of 3.63 and 3.64 respectively. A mean response of 3.33 was observed on Group 1 adults.

TABLE 85

Mean and Standard Deviation for the Amount of Help Provided by the Educational/Training Activities of Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean[1]	Standard Deviation
1	3	3.33	2.08
2	14	3.63	1.68
3	7	3.64	2.56
Total	24		

[1] Response alternatives:

Very helpful. (5 points)
Quite helpful. (4 points)
Helpful. (3 points)
Some help. (2 points)
No help. (1 point)

A summary of the analysis of variance, shown in Table 86, resulted in an F ratio of .052 which was not significant (P. > .05), indicating that there was no significant difference among the means.

Table 87 reveals the mean amount of help provided by educational/training activities for dual heads grouped by their 1971 participation in employment. Group 1 adults reported a mean of 3.79, and Group 2 a mean of 3.04. The obtained t of 1.243 was not significant (P. > .05).

It may be concluded that the amount of occupational help received from participation in educational/training activities was not significantly related to the 1971 participation in employment by rural low income dual heads.

TABLE 86

Analysis of Variance Summary on the Amount of Help Provided by Educational/Training Activities for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	.229	.114	.052 ns
Within	21	45.875	2.185	

TABLE 87

T-test on the Amount of Help Provided by Educational/Training Activities for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	7	3.79	1.41	15	1.243 ns
2	10	3.04	1.53		

Amount of Occupational Assistance Received From Selected Public Agencies

The respondents were asked to rate the amount of help they had experienced from public agencies with programs and services in Franklin County. There were six agencies selected by the investigator as providing occupational programs and services to all adult residents of a county in Vermont, including the rural segment. These agencies are listed in Table 88. The Soil Conservation Service and the Franklin County Forester's

TABLE 88

Mean and Standard Deviation for the Amount of Occupational Assistance Received from Selected Public Agencies for Rural Low Income Adults Grouped by Current Participation in Employment

Selected Public Agencies	Employment Group					
	Group 1 N = 9		Group 2 N = 21		Group 3 N = 13	
	Mean[1]	Standard Deviation	Mean	Standard Deviation	Mean	Standard Deviation
Franklin County Extension Service	2.000	1.39	1.905	1.37	1.770	1.54
The University of Vermont	1.667	.83	1.286	.68	1.000	0
Soil Conservation Service	1.722	1.25	1.524	.87	1.000	0
Franklin County Forester's Office	1.444	.58	1.452	1.05	1.000	0
St. Albans Area Vocational Center	1.444	.77	1.119	.44	1.000	0
Vermont Employment Security Office	1.389	.78	1.262	.72	1.308	1.11

[1] Response alternatives:

Very helpful (5 points)
Quite helpful (4 points)
Helpful (3 points)
Some Help (2 points)
No help (1 point)

office were included since a review of literature had revealed a majority of the rural low income population would likely be farm residents.

The respondents were also asked to suggest other agencies or programs. Since only two agencies were identified by five family units, these data were not tested. Table 143, Appendix O, contains descriptive information about these two agencies.

Following the introductory statement to Item 4, each respondent received a printed card with the response alternatives used to judge the occupational assistance he had experienced from public agencies. Table 88 reveals the mean responses to each of the six selected public agencies for rural low income adults grouped by their current participation in employment. To obtain a mean response for each group, a score was assigned to each response alternative, i.e., very helpful = 5 points, quite helpful = 4 points, helpful = 3 points, some help = 2 points, and no help = 1 point. A high score indicates a respondent judged a public agency had provided him with assistance of an occupational nature.

Inspection of the mean scores on the six agencies as shown in Table 88, reveals the agencies were all judged somewhere between "no help" and "some help."

Analysis of variance summaries, shown in Table 89, resulted in the following F ratios: Franklin County Extension Service (.074), the University of Vermont (3.199), Soil Conservation Service (2.399), Franklin County Forester's Office (1.489), St. Albans Area Vocational Center (2.520), and Vermont Employment Security Office (.068) which were not

TABLE 89

Analysis of Variance Summaries on the Amount of Occupational Assistance Received from Six Selected Public Agencies for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Franklin County Extension Service				
Between	2	.301	.151	.074 ns
Within	40	81.117	2.028	
The University of Vermont				
Between	2	2.365	1.183	3.199 ns
Within	40	14.786	.370	
Soil Conservation Service				
Between	2	3.334	1.667	2.399 ns
Within	40	27.794	.695	
Franklin County Forester's Office				
Between	2	1.837	.919	1.489 ns
Within	40	24.675	.617	
St. Albans Area Vocational Center				
Between	2	1.093	.546	2.520 ns
Within	40	8.675	.217	
Vermont Employment Security Office				
Between	2	.102	.051	.068 ns
Within	40	29.968	.749	

significant (P. > .05), indicating there was no significant difference among the means.

Table 90 shows the mean responses to the amount of occupational assistance received from six selected public agencies for dual heads of family units grouped by their 1971 participation in employment. With the exception of a mean response of 2.04 by Group I adults on the Franklin County Extension Service, the mean responses were in the area between "no help" and "some help." The obtained values of t were as follows: Franklin County Extension Service (.467), the University of Vermont (1.322), Soil Conservation Service (1.076), Franklin County Forester's Office (1.994), St. Albans Area Vocational Center (.259), and Vermont Employment Security Office (1.279). None were significant (P. > .05).

It may be concluded the amount of occupational assistance received from six selected public agencies was not significantly related to the 1971 participation in employment by dual heads of rural low income family units.

Amount of Contact with Selected Public Agencies During 1971

Each respondent was asked for the number of contacts with the six selected agencies and other agencies which were recalled for Item 4A. Since only five families reported one or more contacts during 1971, these data were not tested.

Summary

The occupational preparation and assistance characteristics assessed consisted of school attendance, amount of post school educational/training

TABLE 90

T-test Summaries on the Amount of Occupational Assistance Received from Six Selected Public Agencies for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
Franklin County Extension Service					
1	14	2.04	1.514	28	.467 ns
2	16	1.84	1.234		
The University of Vermont					
1	14	1.61	.985	28	1.322 ns
2	16	1.22	.360		
Soil Conservation Service					
1	14	1.79	1.265	28	1.076 ns
2	16	1.41	.640		
Franklin County Forester's Office					
1	14	1.79	1.200	28	1.994 ns
2	16	1.16	.440		
St. Albans Area Vocational Center					
1	14	1.18	.470	28	.259 ns
2	16	1.25	.610		
Vermont Employment Security Office					
1	14	1.50	.960	28	1.279 ns
2	16	1.12	.390		

activities and amount of occupational assistance received from selected public agencies. All respondents were grouped by current participation in employment, and the dual heads of family units were also grouped by 1971 participation in employment.

Analysis of the occupational preparation and assistance data revealed no significant differences among the current or 1971 employment groups of rural low income adults. The respondents had attended school approximately nine years. Since regular school attendance, the respondents had participated in less than one educational/training activity, and reported approximately an 80 percent completion rate. The noncompleters indicated the most frequent reason for noncompletion was that an activity was dropped or cancelled by the sponsoring agency. Although not tested, the most recent participation in post-school educational/training activities occurred approximately eight years ago. Participation in the various activities was judged to have had a positive effect on employment.

As a group, the respondents believe they are receiving little, if any, occupational assistance from various public agencies. Very little recent contact with such agencies was reported by the respondents.

Desired Occupational Preparation of Rural Low Income Adults

Hypothesis Five stated there will be significant differences in desired occupational preparation among rural low income adults grouped according to their participation in employment. Data required to test Hypothesis Five were collected with the Desired Occupational Preparation Instrument (Appendix E). The desired occupational preparation items assessed consisted of interest in educational/training activities during 1971, current interest in occupational preparation, anticipated constraints to participation in occupational preparation, preferred time of day for occupational preparation, and interest in serving on an advisory group for adult education.

Interest in Educational/Training Activities During 1971

There were four interest in educational/training activities during 1971 variables: awareness of activities available to adults during 1971, interest in participation, reason for nonparticipation, and reason for no interest in participation. The awareness of activities available to adults during 1971 data was tested. The data on the three other variables are presented in Tables 144 and 145, Appendix P.

Awareness of Activities Available to Adults During 1971

Respondents were asked to recall any educational/training programs available to adult residents of Franklin County during 1971. The frequency of awareness of activities available to adults during 1971 by current employment group is summarized in Table 91. The data reveal nearly one-third of the respondents were able to recall and describe at least one activity. The affirmative response frequencies for employment groups 1, 2, and 3 were 38.89, 30.95, and 30.77 percent respectively.

The frequency of awareness of activities available to adults during 1971 by 1971 employment group is summarized in Table 92. Grouping the dual heads by their 1971 participation in employment revealed one-third of both groups described one or more activities. More than one-third of the Group 1 adults described an activity. The affirmative response frequency for Group 2 adults was 28.12 percent.

TABLE 91

Frequency of Awareness of Educational/Training Activities Available to Adults During 1971 for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Awareness of Acrivities Available to Adults During 1971			Chi Square
	Yes	No	Total	
1	7	11	18	.40 ns
2	13	29	42	
3	4	9	13	
Total	24	49	73	

TABLE 92

Frequency of Awareness of Educational/Training Activities Available to Adults During 1971 for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Awareness of Activities Available to Adults During 1971			Chi Square
	Yes	No	Total	
1	11	17	28	.84 ns
2	9	23	32	
Total	20	40	60	

The chi square statistic was used to determine the relationships between awareness of activities available during 1971 and (1) current participation in employment and (2) 1971 participation in employment. The observed chi square values of .40 on Table 91 data and .84 on Table 92 data were not significant (P. > .05). Thus there is no evidence for an association between awareness of educational/training activities available to adults during 1971 and both current and 1971 participation in employment.

Current Interest in Occupational Preparation

All respondents were asked to describe their current interest in occupational preparation with Item 3. Respondents who stated they were in agreement with the first response alternative, "not interested in any further education or training," were assigned a "no" for current interest. Respondents who described one or more programs for the vocational, general, or "other" response alternatives were assigned a "yes" for current interest.

The frequency of current interest in occupational preparation by current employment group is summarized in Table 93. The data show nearly two-thirds of the respondents described one or more occupational preparation programs of interest to them. The highest frequency of 69.23 percent was observed on the Group 3 adults.

The affirmative response frequencies for Groups 1 and 2 adults were 61.11 and 61.90 percent respectively.

TABLE 93

Frequency of Current Interest in Occupational Preparation for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Current Interest in Occupational Preparation: Yes	No	Total	Chi Square
1	11	7	18	.27 ns
2	26	16	42	
3	9	4	13	
Total	46	27	73	

The frequency of current interest in occupational preparation by 1971 employment group is summarized in Table 94. Grouping the dual heads by their 1971 participation in employment revealed more than three-fifths of both groups described one or more occupational preparation programs of interest to them. The affirmative response frequencies were 67.86 percent for Group 1 adults and 56.25 percent for Group 2 adults.

TABLE 94

Frequency of Current Interest in Occupational Preparation for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Current Interest in Employment: Yes	No	Total	Chi Square
1	19	9	28	.85 ns
2	18	14	32	
Total	37	23	60	

The chi square statistic was used to determine the relationship between current interest in occupational preparation and (1) current participation in employment and (2) 1971 participation in employment. The observed chi square values of .269 on Table 93 data and .851 on Table 94 data were not significant (P. > .05). There is no evidence for an association between current interest in occupational preparation and both current and 1971 participation in employment.

Information on the types of expressed interest is presented in Table 146, Appendix P.

Anticipated Constraints to Participation in Occupational Preparation

The forty-six respondents who described one or more occupational preparation programs of interest to them were then asked in Item 4 to ascertain anticipated constraints preventing their participation. The frequency of anticipated constraints to participation in occupational preparation programs by current employment group is summarized in Table 95. The data show nearly three-fourths of the forty-six respondents cited one or more constraints. The response frequencies for Groups 1 and 2 adults were 72.73 and 96.92 percent respectively. The lowest response frequency of 55.56 percent was observed for Group 3 adults.

The frequency of anticipated constraints to participation in occupational preparation programs by 1971 employment group is summarized in Table 96.

TABLE 95

Frequency of Constraints to Participation in Occupational Preparation for Rural Low Income Adults Grouped by Current Participation in Employment

	Constraints to Participation in Occupational Preparation			
Employment Group	One or More	None	Total	Chi Square
1	8	3	11	1.52 ns
2	20	6	26	
3	5	4	9	
Total	33	13	46	

TABLE 96

Frequency of Constraints to Participation in Occupational Preparation for Rural Low Income Adults Grouped by 1971 Participation in Employment

	Constraints to Participation in Occupational Preparation			
Employment Group	One or More	None	Total	Chi Square
1	12	7	19	2.07 ns
2	16	2	18	
Total	28	9	37	

Grouping the dual heads by their 1971 participation in employment revealed three-fourths of the thirty-seven interested respondents cited one or more constraints. The response frequencies for Groups 1 and 2 adults were 63.16 and 88.89 percent respectively.

The chi square statistic was used to determine the relationships between anticipated constraints to participation in occupational preparation programs and (1) current participation in employment and (2) 1971 participation in employment. The observed chi square values of 1.52 on Table 95 data and 2.07 on Table 96 data were not significant (P. > .05). There is no evidence for an association between constraints to participation in occupational preparation programs in both current and 1971 participation in employment.

Additional constraints data are presented in Table 147, Appendix P.

Preferred Time of Day for Occupational Preparation Programs

The forty-six respondents who described one or more occupational preparation programs of interest to them were also asked for their preference for the time of day it would be most convenient for their participation. The frequency of preferred time of day by current employment group is summarized in Table 97. The data reveal nearly one-half preferred the evening hours, approximately one-third preferred the daytime, and less than one-fifth had no preference. More than 50 percent of Groups 1 and 2 adults preferred evening hours. Two-thirds of the Group 3 adults preferred the daylight hours.

TABLE 97

Frequencies of Preferred Time of Day for Occupational Preparation Programs for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Preferred Time of Day for Occupational Preparation Programs				
	Evening	Daytime	No Preference	Total	Chi Square
1	6	3	2	11	2.48 ns
2	13	8	5	26	
3	2	6	1	9	
Total	21	17	8	46	

The frequency of preferred time of day by 1971 employment group is summarized in Table 98. Grouping the dual heads by their 1971 participation in employment revealed more than one-half of the thirty-seven interested respondents preferred the evening hours. Less than one-third preferred the daytime. The remaining 18.92 percent did not have a preference.

TABLE 98

Frequencies of Preferred Time of Day for Occupational Preparation Programs for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Preferred Time of Day for Occupational Preparation Programs				
	Evening	Daytime	No Preference	Total	Chi Square
1	10	5	4	19	.26 ns
2	9	6	3	18	
Total	19	11	7	37	

The chi square statistic was used to determine the relationships between the preferred time of day and (1) current participation in employment and (2) 1971 participation in employment. The observed chi square values of 2.48 on Table 97 data and .26 on Table 98 data were not significant (P. > .05). There is no evidence for an association between the preferred time of day for occupational preparation programs and both current and 1971 participation in employment.

Interest in Serving on an Advisory Group for Adult Education

There were three "interest in serving on an advisory group for adult education" variables: amount of previous participation, previous invitations received to participate, and current interest. Since only one respondent had ever served on such a group and only three respondents said they had been asked to serve on an advisory group, these data were not tested.

Current Interest in Serving on an Advisory Group for Adult Education

The frequency of current interest in serving on an advisory group for adult education by current employment group is summarized in Table 99. The data show more than one-half of the respondents said they would serve on an advisory group if asked. Approximately one-fifth of the respondents said no, and another one-fifth were not sure. More than four-fifths (84.62 percent) of Group 3 respondents said yes, and one-third of Group 1 adults were not sure.

TABLE 99

Frequency of Current Interest in Serving on an Advisory Group for Adult Education for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Current Interest Yes	No	I Don't Know	Total	Chi Square
1	9	3	6	18	6.09 ns
2	23	9	10	42	
3	11	2	0	13	
Total	43	14	16	73	

The frequency of current interest by 1971 employment group is summarized in Table 100. Grouping the dual heads by their 1971 participation in employment revealed more than one-half of the respondents were interested in serving with an advisory group if asked. The affirmative response frequencies were 67.86 percent for Group 1 adults and 40.63 percent for Group 2 adults.

TABLE 100

Frequency of Current Interest in Serving on an Advisory Group for Adult Education for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Current Interest Yes	No	I Don't Know	Total	Chi Square
1	19	3	6	28	4.86 ns
2	13	9	10	32	
Total	32	12	16	60	

The chi square statistic was used to determine the relationships between current interest in serving on an advisory group for adult education and (1) current participation in employment and (2) 91971 participation in employment. The observed chi square values of 6.09 on Table 99 data and 4.86 on Table 100 data were not significant (P. > .05). The evidence for an association between current interest in serving on an advisory group for adult education and both current and 1971 participation in employment is weak.

Summary

The desired occupational preparation characteristics assessed consisted of interest in educational/training activities during 1971, current interest in occupational preparation programs, anticipated constraints to participation in occupational preparation programs, preferred time of day for occupational preparation programs, and interest in serving on an advisory group for adult education. The respondents were grouped by current participation in employment, and the dual heads of family units were also grouped by 1971 participation in employment.

Analysis of the desired occupational preparation data revealed no significant differences among the current or 1971 employment groups of rural low income adults. The data did show that nearly one-third of the respondents were able to describe one or more educational/training activities available to the adult residents of Franklin County during the previous year. Nearly two-thirds of the respondents described one or more occupational preparation programs that were of current interest to them.

Nearly three-fourths of the respondents who were currently interested in occupational preparation programs identified one or more constraints which they believed would prevent their participation. Although not tested, the constraints of family obligations, cost, and transportation were cited most frequently. This observation is similar to that of the reason for nonparticipation by the respondents who identified some available activity during 1971. Family obligations and transportation were the most frequent reasons given for nonparticipation.

Less than one-half of the respondents identifying one or more occupational preparation programs of interest to them preferred the evening hours for instruction. More than one-third preferred the daylight hours, and fewer than one-fifth said the time of day would not make any difference.

Although the respondents had little previous experience with educational advisory groups, more than one-half said they would serve on such a group for adult education if asked. Approximately one-fifth said no, and the remaining one-fifth were not sure.

Survey Week Employment History of Rural Low Income Adults

Hypothesis Six stated there will be significant differences in the survey week employment history among rural low income adults grouped according to their participation in employment. Data required to test Hypothesis Six were collected with the Work History: Survey Week Data Instrument (Appendix F). The survey week employment history characteristics assessed consisted of actual hours employment, number of hours usual weekly employment, weekly employment income, current nonemployment income, number of jobs, part-time employment, current (last) occupation, reason for survey week job absence, seeking employment, homemaker, reason for not being able to work, and labor force withdrawal. Data on the first four are presented in this section. Data on the remaining seven are presented in Appendix Q.

Actual Hours of Employment

There were two actual hours of employment variables: number of hours with a regular job and number of hours with other employment. Since there were only three respondents reporting a second job, number of hours with other employment was not tested.

Number of Hours of Actual Employment

There were thirty-four respondents from twenty-six family units who were employed during the survey week. Table 101 shows the mean number of hours of employment during the survey week for rural low income adults grouped according to their current participation in employment. The largest number of hours employment was reported by Group 1 adults with an observed mean of 45.62 hours. Groups 2 and 3 adults reported 19.43 and 15.73 mean hours employment respectively.

A summary of the analysis of variance, shown in Table 102, resulted in an F ratio of 8.029 which was significant ($P. < .005$).

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrasts A and B were significantly ($P. \leq .05$) different from zero. Contrasts C and D were not significant ($P. > .05$). It may be concluded employed dual heads were employed more hours during the survey week than dual heads with one nonparticipant or employed single heads of family units.

TABLE 101

Mean and Standard Deviation for the Number of Hours of Actual Employment for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean	Standard Deviation
1	8	45.62	25.36
2	14	19.43	11.63
3	4	15.75	23.04
Total	26		

TABLE 102

Analysis of Variance Summary on the Number of Hours of Actual Employment for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	4083.79	2041.89	8.029[1]
Within	23	5849.06	254.31	

[1] Significant at the .005 level of probability.

Table 103 reveals the mean number of hours employed during the survey week for rural low income adult dual heads grouped by their 1971 participation in employment. Group 1 respondents reported 35.00 mean hours of employment during the survey week. Group 2 respondents reported 25.54 mean hours of employment. The obtained t of 3.519 was significant (P. < .01).

TABLE 103

T-test on the Number of Hours of Actual Employment for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	9	35.00	21.64	20	3.519[1]
2	13	25.54	17.31		

It may be concluded rural low income dual heads with both members in the work force during 1971 were employed more hours during the survey week than dual heads with one nonparticipant during 1971.

Number of Hours Usual Weekly Employment

The employed respondents were asked for the usual number of hours they worked weekly on their regular job. Table 104 reveals the mean number of hours usual weekly employment for rural low income adults grouped according to their current participation in employment. The mean hours of employment for Groups 1, 2, and 3 were 48.69, 21.64, and 27.00 respectively.

TABLE 104

Mean and Standard Deviation for the Number of Hours Usual Weekly Employment for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean	Standard Deviation
1	8	48.69	23.97
2	14	21.64	11.64
3	4	27.00	17.70
Total	26		

A summary of the analysis of variance, shown in Table 105, resulted in an F ratio of 10.847 which was significant (P. < .001).

TABLE 105

Analysis of Variance Summary on the Number of Hours Usual Weekly Employment for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	3791.39	1895.69	10.847[1]
Within	23	4019.71	174.77	

[1] Significant at the .001 level of probability.

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrasts A and B were significantly ($P. \leq .05$) different from zero. Contrasts C and D were not significant ($P. > .05$). It may be concluded employed dual heads were usually employed for more hours weekly than dual heads with one nonparticipant or employed single heads of family units.

Table 106 shows the mean number of hours usual weekly employment for rural low income adult dual heads grouped by 1971 participation in employment. Group 1 respondents reported 38.17 and Group 2 respondents reported 26.23 usual hours of employment. A t value of 5.338 was observed which was significant ($P. < .001$).

TABLE 106

T-test on the Number of Hours Usual Weekly Employment for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	9	38.17	19.90	20	5.338[1]
2	13	26.23	15.10		

[1] Significant at the .001 level of probability.

It may be concluded rural low income dual heads with both members in the work force during 1971 reported more hours of usual weekly employment than dual heads with one nonparticipant during 1971.

Weekly Employment Income

Item 5 was included to determine the amount of weekly employment income (Item 5A), amount of noncash benefits (Item 5B), and amount of other employment income (Item 5C). In the instances where noncash benefits were reported, time did not allow a conversion into equivalent weekly employment income.

Amount of Weekly Employment Income

Table 107 shows the mean amount of weekly employment income from regular (Item 5A) and other (Item 5C) employment for rural low income adults grouped according to their current participation in employment. Group I respondents reported receiving the largest amount of employment income, $47.06 weekly. Groups I and 2 adults reported receiving $36.82 and $40.75 respectively.

TABLE 107

Mean and Standard Deviation for the Amount of Weekly Employment Income for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean (Dollars)	Standard Deviation
1	8	47.06	25.19
2	14	36.82	22.01
3	4	40.75	29.23
Total	26		

A summary of the analysis of variance, shown in Table 108, resulted in an F ratio of .680 which was not significant (P. > .05), indicating that there was no significant difference among the means.

TABLE 108

Analysis of Variance Summary on the Amount of Weekly Employment Income for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	534.08	267.04	.680 ns
Within	23	9026.77	392.47	

Table 109 reveals the mean weekly employment income for dual heads grouped by 1971 participation in employment. Group 1 respondents reported a mean weekly income of $41.72, and Group 2 respondents reported $37.42 weekly. A t value of 1.429 was observed which was not significant (P. > .05).

TABLE 109

T-test on the Amount of Weekly Employment Income for Rural Low Income Adults Grouped by 1971 participation in employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	9	41.72	23.77	20	1.429 ns
2	13	37.42	19.93		

It may be concluded the amount of weekly employment income was not significantly related to the 1971 participation in employment of dual heads of rural low income families.

Data relative to the wages of the employed respondents are presented in Tables 149 and 150, Appendix Q.

Current Nonemployment Income

Respondents were asked to describe their current sources of nonemployment income. The frequency of responses to receiving current nonemployment income by current employment group is summarized in Table 110. More than two-thirds, 69.23 percent, of the Group 3 respondents said they were currently receiving nonemployment income from one or more sources. The percentages for Groups 1 and 2 respondents were 11.11 and 47.62 respectively.

TABLE 110

Frequency of Current Nonemployment Income for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Yes	No	Total	Chi Square
1	1	8	9	7.25[1]
2	10	11	21	
3	9	4	13	
Total	20	23	43	

[1] Significant at the .05 level of probability.

The chi square statistic was used to determine the relationship between current nonemployment income and current participation in employment by rural low income adults. The obtained chi square value of 7.25 was significant (P. < .05). It may be concluded there was a tendency for more single heads of family units to be receiving nonemployment income during the survey week than dual heads who were both current work force participants.

The frequency of response to currently receiving nonemployment income by 1971 employment group is summarized in Table III. Grouping the dual heads by their 1971 participation in employment revealed more than one-third of the family units were currently receiving nonemployment income. The percentages for Groups 1 and 2 adults were 35.71 and 37.50 respectively.

TABLE III

Frequency of Current Nonemployment Income for Rural Low Income Grouped by 1971 Participation in Employment

Employment Group	Current Nonemployment Income			Chi Square
	Yes	No	Total	
1	5	9	14	.01 ns
2	6	10	16	
Total	11	19	30	

The chi square statistic was used to determine the relationship between currently receiving nonemployment income and 1971 participation in employment. The obtained chi square value of .010 was not significant (P. > .05). There is no evidence for an association between currently receiving nonemployment income and 1971 participation in employment by dual heads.

Additional data on the sources of nonemployment income are presented in Table 151, Appendix Q.

Summary

The survey week employment history data assessed consisted of actual hours of employment, number of hours of usual weekly employment, weekly employment income, and current nonemployment income. The respondents were grouped by their current participation in employment, and the dual heads were also grouped by their 1971 participation in employment.

Analysis of the data revealed there were twenty-six family units with employed respondents during the survey week. When grouped by current participation in employment, the currently employed dual heads reported more actual hours of employment during the survey week and usual hours of weekly employment than either the dual heads with one current nonparticipant or the employed single heads of family units. When the dual heads of family units with employed respondents were grouped by their 1971 participation in employment, the currently employed dual heads reported more hours actual employment during the survey week and usual hours of weekly employment than dual heads with a current nonparticipant.

However, the amount of weekly employment income during the survey week was unrelated to the employed respondents' participation in employment. The twenty-six family units with one or more currently employed respondents had a reported mean weekly employment income of $40.58 per respondent.

The currently receiving nonemployment income variable was related to the respondents' current participation in employment. Single heads were more likely to be receiving some form of nonemployment income than dual heads. Current nonemployment income was unrelated to the 1971 participation in employment by dual heads.

1967-1971 Employment History of Rural Low Income Adults

Hypothesis Seven stated there will be significant differences in the 1967-1971 employment history among rural low income adults grouped according to their participation in employment. Data required to test Hypothesis Seven were collected with the Work History: 1967-1971 Data Instrument (Appendix G). The 1967-1971 employment history characteristics assessed consisted of number of weeks employment, number of employers, occupational mobility, number of hours weekly employment, amount of weekly employment income, number of weeks nonemployment, number of years nonemployment income, and best job held.

Number of Weeks Employment

Table 112 reveals the mean annual 1967-1971 weeks employment for rural low income adults grouped by current participation in employment. The data show Group 1 respondents were employed a mean of 35.29 weeks annually. The mean annual weeks employment for Groups 2 and 3 respondents were 23.81 and 25.45 respectively.

TABLE 112

Mean and Standard Deviation for the Number of Weeks Employment for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean	Standard Deviation
1	9	35.29	12.39
2	21	23.81	6.52
3	13	25.45	20.05
Total	43		

A summary of the analysis of variance, shown in Table 113, resulted in an F ratio of 2.561 which was not significant (P. > .05), indicating that there was no significant difference among the means.

TABLE 113

Analysis of Variance Summary on the Number of Weeks of Employment for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	886.93	443.46	2.561 ns
Within	40	6925.10	173.13	
Total	42			

Table 114 shows the mean annual weeks of employment during 1967-1971 for rural low income dual heads grouped by their 1971 participation in employment. Group 1 respondents were employed 32.40 weeks while Group 2 respondents were employed 22.76 weeks annually during 1967-1971. The obtained t of 2.962 was significant (P. < .01).

TABLE 114

T-test on the Number of Weeks of Employment for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	32.40	11.36	28	2.962[1]
2	16	22.76	5.98		

[1] Significant at the .01 level of probability.

It may be concluded that rural low income dual heads who were both members of the work force during 1971 were employed more weeks annually during 1967-1971 than dual heads with one nonparticipant during 1971.

Number of Employers

There were fifty-seven respondents who reported one or more weeks of employment during 1967-1971. Table 115 shows the mean number of employers during 1967-1971 for the fifty-seven rural low income adults grouped by current participation in employment. A mean of 1.90 employers for Group 3 adults was the largest mean number of the three groups.

Groups 1 and 2 adults reported 1.44 and 1.43 mean number of employers respectively.

TABLE 115

Mean and Standard Deviation for the Number of Employers for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean	Standard Deviation
1	9	1.44	.68
2	21	1.43	.73
3	10	1.90	1.29
Total	40		

A summary of the analysis of variance, shown in Table 116, resulted in an F ratio of 1.033 which was not significant (P. > .05), indicating that there was no significant difference among the means.

TABLE 116

Analysis of Variance Summary on the Number of Employers for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	1.63	.82	1.033 ns
Within	37	29.27	.79	

Occupational Mobility

There were four 1967-1971 occupational mobility variables: industry movement, class of worker movement, major occupation group movement, and major occupation category movement. The number of industries data were tested. Data on the remaining three occupational mobility variables are presented in Appendix R.

Number of Industries

Table 117 reveals the mean number of industries for the fifty-seven respondents who were employed one or more weeks during 1967-1971 grouped by their current participation in employment. The largest number of industries was reported by Group 3 respondents with an observed mean of 1.50. The observed mean number of industries for Groups 1 and 2 were 1.06 and 1.12 respectively.

TABLE 117

Mean and Standard Deviation for the Number of Industries for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean	Standard Deviation
1	9	1.06	.46
2	21	1.12	.52
3	10	1.50	.53
Total	40		

A summary of the analysis of variance, shown in Table 118, resulted in an F ratio of 2.343 which was not significant (P. > .05), indicating that there was no significant difference among the means.

TABLE 118

Analysis of Variance Summary on the Number of Industries for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	1.23	.61	2.343 ns
Within	37	9.67	.26	

Number of Hours Weekly Employment

Table 119 shows the mean hours weekly employment for rural low income adults reporting employment during 1967-1971 and grouped by current participation in employment. During the number of weeks employment for 1967-1971, Group 1 respondents reported 41.19 mean hours of weekly employment. Group 3 respondents reported 38.76 mean hours on the same variable. The fewest hours of weekly employment were reported by Group 2 respondents with an observed mean of 33.53 hours.

A summary of the analysis of variance, shown in Table 120, resulted in an F ratio of 1.215 which was not significant (P. > .05), indicating that there was no significant difference among the means.

TABLE 119

Mean and Standard Deviation for the Number of Hours Weekly Employment for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean	Standard Deviation
1	9	41.19	14.85
2	21	33.53	10.90
3	10	38.76	16.54
Total	40		

TABLE 120

Analysis of Variance Summary on the Number of Hours Weekly Employment for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	433.61	216.81	1.215 ns
Within	37	6600.12	178.38	

Table 121 reveals the mean number of hours weekly employment during the 1967-1971 weeks of employment for dual heads grouped by 1971 participation in employment. Group 1 respondents reported 42.16 mean hours of weekly employment, and Group 2 respondents reported 30.29 mean hours of weekly employment during the weeks they were employed. The obtained t of 2.922 was significant (P. < .01).

TABLE 121

T-test on the Number of Hours Weekly Employment for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	42.16	11.15	28	2.922[1]
2	16	30.29	11.07		

[1] Significant at the .01 level of probability.

It may be concluded that dual heads who were both participants in the work force during 1971 worked more hours weekly during the 1967-1971 number of weeks they were employed than dual heads with one nonparticipant during 1971.

Amount of Weekly Employment Income

Forty family units reported receiving employment income during some part of 1967-1971. Table 122 reveals the mean amount of weekly employment income for the respondents reporting employment during 1967-1971 and grouped by current participation in employment. Group 2 respondents reported receiving a mean of $53.51 weekly for the number of weeks they were employed during 1967-1971. This was the largest amount for the three groups of respondents. Group 3 adults reported $46.11, and Group 1 adults reported $39.17 mean weekly employment income.

TABLE 122

Mean and Standard Deviation for the Amount of Weekly Employment Income for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Means (Dollars)	Standard Deviation
1	9	39.17	16.35
2	21	53.51	16.90
3	10	46.11	24.14
Total	40		

A summary of the analysis of variance, shown in Table 123, resulted in an F ratio of 1.934 which was not significant (P. > .05), indicating that there was no significant difference among the means.

TABLE 123

Analysis of Variance Summary on the Amount of Weekly Employment Income for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	1369.10	684.55	1.934 ns
Within	37	13097.28	353.98	

Table 124 shows the mean amount of weekly employment income during the 1967-1971 weeks of employment for dual heads grouped by their 1971 participation in employment. Group 1 respondents reported \$54.59, and Group 2 respondents reported \$44.50 mean weekly employment income for the weeks they were employed. The obtained t of 1.594 was not significant (P. > .05).

TABLE 124

T-test on the Amount of Weekly Employment Income for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	54.59	21.87	28	1.594 ns
2	16	44.50	12.03		

It may be concluded the amount of weekly employment income during 1967-1971 was not significantly related to the 1971 participation in employment by dual heads of rural low income family units.

Number of Weeks Nonemployment

The respondents were asked to recall whether or not they lost any weeks of employment during the 1967-1971 period. There were ten response alternatives for Item 7 to which the number of weeks nonemployment could be attributed. Since it was not determined whether or not the respondents who reported losing one or more weeks of employment during 1967-1971 actively sought employment, the time lost was labeled nonemployment.

Table 125 shows the mean number of weeks of nonemployment attributed to the ten response alternatives grouped by economic conditions, lost/quit a job, health factors, and the sum of all factors for rural low income adults grouped by their current participation in employment. Table 127 reveals the number of weeks of nonemployment attributed to economic conditions, health factors, and all factors for the rural low income dual heads grouped by their 1971 participation in employment.

The data reveal current employment Group 3 adults attributed 91.54 mean weeks of nonemployment to all factors during 1967-1971. Health factors alone accounted for 45.85 mean weeks of nonemployment with this group.

Current employment Group 1 adults attributed 30.06 mean weeks to economic conditions. Current employment Group 2 adults attributed 52.57 mean weeks of nonemployment to all factors. They attributed 18.55 mean weeks to economic conditions and 16.43 mean weeks to "personal matters" and "other."

When the dual heads were grouped by their 1971 participation in employment, Table 127 data show Group 1 adults attributed 59.80 mean weeks of nonemployment to all factors. Group 2 adults attributed 34.70 mean weeks of nonemployment to all factors.

Analysis of variances summaries, shown in Table 126, resulted in the following F ratios: economic conditions (.234), quit/lost a job (.712), health factors (2.570), and all factors (2.407) which were not significant (P. > .05), indicating that there was no significant difference among the means.

TABLE 125

Mean and Standard Deviation for the Number of Weeks Nonemployment Attributed to Economic Conditions, Quit/Lost a Job, Health Factors and All Reasons for Rural Low Income Adults Grouped by Current Participation in Employment

Reason for Nonemployment	Employment Group					
	Group 1 N = 9		Group 2 N = 21		Group 3 N = 13	
	Mean	Standard Deviation	Mean	Standard Deviation	Mean	Standard Deviation
Economic conditions[1]	20.89	09.14	18.55	20.58	13.85	30.72
Quit/lost a job[2]	4.78	12.87	7.76	16.54	2.46	7.26
Health factors[3]	2.50	4.80	9.83	18.27	45.85	90.76
All reasons[4]	30.06	18.12	52.57	35.89	91.54	73.13

[1] Response alternatives:

temporarily laid off
bad weather
slack work

[2] Response alternatives:

lost your job
quit your job

[3] Response alternatives:

illness
injured on the job
health

[4] Response alternatives:

all foregoing response alternatives
personal matters
other, specify

TABLE 126

Analysis of Variance Summaries on the Number of Weeks Nonemployment Attributed to Economic Conditions, Quit/Lost a Job, Health Factors, and All Factors for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Economic Conditions				
Between	2	299.16	149.58	.234 ns
Within	40	25,621.63	640.54	
Quit/Lost a Job				
Between	2	232.02	116.01	.712 ns
Within	40	6,519.90	163.00	
Health Factors				
Between	2	13,583.97	6,791.98	2.570 ns
Within	40	105,704.48	2,641.61	
All Factors				
Between	2	21,153.12	10,576.56	2.497 ns
Within	40	169,416.85	4,235.42	

TABLE 127

T-test Summaries on the Number of Weeks Nonemployment Attributed to Economic Conditions, Health Factors and All Factors for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
		Economic Conditions			
1	14	23.30	26.30	28	.936 ns
2	16	15.40	19.75		
		Health Factors			
1	14	6.95	13.15	28	.172 ns
2	16	7.95	18.10		
		All Factors			
1	14	59.80	58.10	28	1.375 ns
2	16	34.70	41.25		

The obtained values of t, as shown in Table 127, were as follows: economic conditions (.936), health factors (.172), and all factors (1.375). None were significant (P. > .05). It may be concluded the number of weeks nonemployment during 1967-1971 was not significantly related to the 1971 participation in employment by dual heads of rural low income family units.

Number of Years Nonemployment Income

Table 128 reveals the mean number of years the respondents, grouped by their current participation in employment, reported receiving income from sources other than employment during 1967-1971. The larger mean years of nonemployment, 2.23, was reported by Group 3 adults. Groups 1 and 2 adults reported .94 and .90 mean years of nonemployment income respectively.

TABLE 128

Mean and Standard Deviation for the Number of Years of Nonemployment Income for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number	Mean	Standard Deviation
1	9	.94	1.10
2	21	.90	.75
3	13	2.23	2.20
Total	43		

A summary of the analysis of variance, shown in Table 129, resulted in an F ratio of 3.951 which was significant (P. < .01).

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrasts C and D were significantly (P. ≤ .05) different from zero. Contrasts A and B were not significant (P. > .05). It may be concluded family units with a single head received more years of nonemployment income during 1967-1971 than family units with dual heads containing one current nonparticipant. It may also be concluded family units with a single head received more years of nonemployment income than family units with dual heads, irrespective of whether or not one or both members were current participants in the work force.

TABLE 129

Analysis of Variance Summary on the Number of Years Nonemployment Income for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
Between	2	15.672	7.836	3.951[1]
Within	40	79.339	1.983	

[1] Significant at the .01 level of probability.

Table 130 shows the mean number of years dual heads, grouped by their 1971 participation in employment, received one or more sources of nonemployment income during 1967-1971. Group 1 respondents reported a mean of 1.00 years and Group 2 respondents reported a mean of .84 years of nonemployment income. The obtained t of .495 was not significant (P. > .05).

It may be concluded the number of years nonemployment income received during 1967-1971 was not significantly related to the 1971 participation in employment by dual heads of rural low income family units.

TABLE 130

T-test on the Number of Years Nonemployment Income for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
1	14	1.00	.98	28	.495 ns
2	16	.84	.75		

Best Job Held

There were sixty-seven respondents who reported either current or previous employment. They were asked to identify the best job they had held to date. The frequency of responses to the best job held for respondents who reported experiencing employment and grouped by their current participation in employment is summarized in Table 131. Two-thirds of Group 1 adults reported their present (last) job was the best held to date . Only 27.27 percent of Group 3 adults chose this response alternative. The frequency percentage for Group 2 adults was 52.63.

Nearly two-thirds of the Group 3 adults chose the different than present (last) job response alternative. The percentages for Group 1 and 2 adults were 11.11 and 31.58 respectively.

One respondent in six chose the never had a good job response alternative. The percentage frequencies for Groups 1, 2, and 3 adults were 22.22, 15.79, and 9.09 respectively.

TABLE 131

Frequency of Best Job Held for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Best Job Held		Never Had a Good Job	Total	Chi Square
	Present (Best) Job	Different Than Present (Last) Job			
1	12	2	4	18	8.51 ns
2	20	12	6	38	
3	3	7	1	11	
Total	35	21	11	67	

Table 132 reveals the frequency of best job held for the members of dual heads reporting employment experience and grouped by their 1971 participation in employment. The data reveal 60.71 percent of Group 1 adults chose the present (last) job response alternative. The percentage frequency for Group 2 adults was 53.57. Twenty-five percent of both groups chose the different than present (last) job response alternative.

The chi square statistic was used to determine the relationship between the best job held and (1) current participation in employment and (2) 1971 participation in employment. The obtained chi square values of 8.51 on Table 131 data and .56 on Table 132 data were not significant (P. > .05). The evidence for an association other than chance between best job held and both current and 1971 participation in employment is weak.

Additional data on the best job held are presented in Table 162.

Summary

The 1967-1971 employment history characteristics assessed consisted of number of weeks employment, number of employers, occupational mobility, number of hours weekly employment, amount of weekly employment income, number of weeks nonemployment, number of years nonemployment income, and best job held. All respondents were grouped by their current participation in employment, and the dual heads were also grouped by their 1971 participation in employment.

The annual number of weeks employment and the number of hours weekly employment during the 1967-1971 period were not related to the respondents'

TABLE 132

Frequency of Best Job Held for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Best Job Held		Never Had a Good Job	Total	Chi Square
	Present (Best) Job	Different Than Present (Last) Job			
1	17	7	4	28	.56 ns
2	15	7	6	28	
Total	32	14	10	56	

current participation in employment. However, when the dual heads were grouped by their 1971 participation in employment, dual heads with both members in the work force reported more annual weeks of employment and hours of weekly employment than dual heads with one nonparticipant. All respondents reported a mean of approximately twenty-six annual weeks of employment, and the respondents of forty family units reporting employment during the 1967-1971 period reported approximately thirty-six hours of employment during the weeks they worked.

The reported number of weeks nonemployment attributed to economic factors, quit/lost a job, health factors, and all factors during the 1967-1971 period were not related to the respondents' participation in employment. The respondents reported a mean of more than fifty-nine weeks nonemployment of which 19.18 weeks were attributed to health factors, 17.62 weeks were attributed to economic factors, 5.53 weeks were attributed to quit/lost a job, and the remainder attributed to personal/other reasons.

The amount of weekly employment income during the 1967-1971 period was not related to the respondents' participation in employment. There were forty family units with employed respondents during the 1967-1971 period. The respondents of these forty family units reported a mean of $48.43 weekly employment income for the annual weeks of employment.

The number of years nonemployment income during 1967-1971 was related to the respondents' current participation in employment. Single heads reported more years of nonemployment income than dual heads with one nonparticipant or all dual heads of family units. The number of years nonemployment was not related to the 1971 participation in employment by the dual heads.

The respondents of family units with one or more work force participants during the 1967-1971 period reported a mean of 1.55 different employers and 1.2 number of different industries. These two variables were not related to the respondents' current participation in employment.

When asked to identify the best job held, more than 52 percent of the respondents with employment experience reported their current (last) employment was the best held. Another 31.34 percent identified a different job than the current (last) employment, and 16.42 percent of the respondents reported they had never held a good job. Identification of the best job held was not related to the respondents' participation in employment.

Work Values of Rural Low Income Adults

Hypothesis Eight stated there will be significant differences in the work values among rural low income adults grouped according to their participation in employment. Data required to test Hypothesis Eight were collected with the Super *Work Values Inventory* (Appendix H). The instrument consists of forty-five items designed to measure fifteen work values.

Each respondent was handed a copy of the instrument and given the options of either completing it himself or allowing the investigator to read each item aloud.

A reliability measure of this instrument on the respondents appears in Appendix I. The reliability coefficients ranged from .189 to .947.

The mean scores on each of the fifteen work values for rural low income adults grouped by current participation in employment are revealed in Table 133. To obtain a mean response for each group, the response alternatives to each item were assigned values in the following manner: very important = 5 points, important = 4 points, moderately important = 3 points, of little importance = 2 points, and unimportant = 1 point. Since there were three items assigned a work value, the range of scores on a work value will be a maximum of fifteen and a minimum of three.

The mean scores on each of the fifteen work values for rural low income adults who were dual heads grouped by their 1971 participation in employment are shown in Table 135.

A high mean score indicates greater importance is ascribed to a work value by the respondents.

Surroundings

According to Super (1970b), the work value surroundings is associated with "work which is carried out under pleasant conditions. . . (P. 9)." Table 133 reveals Groups 1 and 3 adults had mean scores of 13.61 and 13.23 respectively while Group 2 adults had a mean score of 11.98 on surroundings.

A summary of the analysis of variance, shown in Table 134, resulted in an F ratio of 4.789 which was significant (P. < .05).

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrast A was significantly (P. ≤ .05) different from zero. Contrasts B, C, and D were not significant (P. > .05). It may be concluded

TABLE 133

Mean and Standard Deviation for Fifteen Work Values for Rural Low Income Adults Grouped by Current Participation in Employment

Work Values	Employment Group					
	Group 1 N = 9		Group 2 N = 21		Group 3 N = 13	
	Mean	Standard Deviation	Mean	Standard Deviation	Mean	Standard Deviation
Creativity	11.22	2.15	10.67	2.25	12.08	2.22
Management	8.28	2.96	7.21	2.15	8.46	3.55
Achievement	12.94	1.94	12.81	1.47	13.08	1.44
Surroundings	13.61	.89	11.98	1.67	13.23	1.59
Supervisory relations	13.56	1.47	13.10	1.96	13.54	1.61
Way of life	12.61	1.45	12.95	1.17	11.31	1.55
Security	12.78	.71	12.52	2.50	13.38	1.61
Associates	12.06	1.49	11.26	1.81	11.54	2.60
Esthetics	9.72	2.09	9.95	2.32	11.31	1.97
Prestige	11.17	2.28	11.05	1.94	11.31	2.21
Independence	11.44	3.12	11.05	1.93	11.15	2.28
Variety	10.44	2.32	11.10	1.83	10.00	3.21
Economic return	13.56	.77	12.95	1.77	13.92	1.04
Altruism	11.89	1.93	12.50	1.26	13.46	1.33
Intellectual stimulation	11.00	2.47	11.07	2.00	10.85	2.85

dual heads with both members currently in the work force placed greater importance on surroundings than dual heads with a current nonparticipant.

Table 135 shows the mean surroundings scores for the dual heads grouped by their 1971 participation in employment. The data reveal the mean scores of 12.54 and 12.41 for Groups 1 and 2 respondents, respectively, were similar. The obtained t of .211 was not significant (P. > .05).

It may be concluded the importance ascribed to surroundings was not significantly related to the 1971 participation in employment by rural low income dual heads of family units.

Way of Life

Table 133 reveals Group 2 respondents had the highest mean score of 12.95 on way of life associated with "work that permits one to live the kind of life he chooses and to be the type of person he wishes to be (p. 10)." Group 3 respondents had the lowest mean score of 11.31 on way of life. Group 1 respondents had a mean score of 12.61.

A summary of the analysis of variance, shown in Table 134, resulted in an F ratio of 6.103 which was significant (P. < .005).

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrasts C and D were significantly (P. ≤ .05) different from zero. Contrasts A and B were not significant (P. > .05). It may be concluded dual heads with a nonparticipating member in the work force placed greater importance on way of life than single heads of family units. It may also be concluded that dual heads placed greater importance on way of life than single heads.

TABLE 134

Analysis of Variance Summaries on Fifteen Work Values for Rural Low Income Adults Grouped by Current Participation in Employment

Source	df	Sum of Squares	Mean Square	F Ratio
		Creativity		
Between	2	15.971	7.985	1.616 ns
Within	40	197.645	4.941	
		Management		
Between	2	14.940	7.470	.953 ns
Within	40	313.572	7.839	
		Achievement		
Between	2	.582	.291	.118 ns
Within	40	98.383	2.460	
		Surroundings		
Between	2	22.135	11.068	4.789[1]
Within	40	92.435	2.311	
		Supervisory Relations		
Between	2	2.179	1.090	.348 ns
Within	40	125.263	3.132	

[1] Significant at the .05 level of probability.

TABLE 134 (Continued)

Source	df	Sum of Squares	Mean Square	F Ratio
Way of Life				
Between	2	22.308	11.154	2.103[1]
Within	40	73.111	1.828	
Security				
Between	2	4.990	2.995	.749 ns
Within	40	159.871	3.997	
Associates				
Between	2	3.982	1.991	1.980 ns
Within	40	164.263	4.107	
Esthetics				
Between	2	18.734	9.367	.062 ns
Within	40	189.277	4.732	
Prestige				
Between	2	.546	.273	.090 ns
Within	40	175.222	4.381	

[1] Significant at the .005 level of probability.

TABLE 134 (Continued)

Source	df	Sum of Squares	Mean Square	F Ratio
Independence				
Between	2	.994	.497	.090 ns
Within	40	219.867	5.497	
Variety				
Between	2	10.015	5.007	.856 ns
Within	40	234.032	5.851	
Economic Return				
Between	2	7.949	3.974	1.985 ns
Within	40	80.098	2.002	
Altruism				
Between	2	14.241	7.120	3.427[1]
Within	40	83.120	2.078	
Intellectual Stimulation				
Between	2	.409	.205	.036 ns
Within	40	226.335	5.658	

[1] Significant at the .05 level of probability.

Table 135 shows the mean way of life scores for the dual heads grouped by their 1971 participation in employment. The mean scores were 13.04 and 12.69 for Groups 1 and 2 respondents respectively. The obtained t of .758 was not significant (P. > .05).

It may be concluded the importance ascribed to way of life was not significantly related to the 1971 participation in employment by rural low income dual heads of family units.

Altruism

Associated with "work which enables one to contribute to the welfare of others (p. 8)," Table 133 reveals Group 3 respondents had the highest mean score of 13.46 on altruism. The mean scores for Groups 1 and 2 respondents were 11.89 and 12.50 respectively.

A summary of the analysis of variance, shown in Table 134, resulted in an F ratio of 3.427 which was significant (P. < .05).

The Scheffé S-method (Glass and Stanley, 1970) of multiple comparison revealed contrast D was significantly (P. $\leq$ .05) different from zero. Contrasts A, B, and C were not significant (P. > .05). It may be concluded that single heads placed greater importance on altruism than dual heads of family units.

Table 135 shows the mean altruism scores for the dual heads grouped by their 1971 participation in employment. The mean scores for Groups 1 and 2 respondents were 12.39 and 12.25 respectively. The obtained t of .258 was not significant (P. > .05).

TABLE 135

T-test Summaries on Fifteen Work Values for Rural Low Income Adults Grouped by 1971 Participation in Employment

Employment Group	Number	Mean	Standard Deviation	df	t
Creativity					
1	14	11.21	1.85	28	.883 ns
2	16	10.50	2.48		
Management					
1	14	8.04	2.13	28	1.067 ns
2	16	7.09	2.63		
Achievement					
1	14	13.18	1.41	28	1.059 ns
2	16	12.56	1.73		
Surroundings					
1	14	12.54	1.67	28	.211 ns
2	16	12.41	1.69		
Supervisory Relations					
1	14	13.32	1.64	28	.245 ns
2	16	13.16	2.01		

TABLE 135 (Continued)

Employment Group	Number	Mean	Standard Deviation	df	t
Way of Life					
1	14	13.04	1.20	28	.758 ns
2	16	12.69	1.30		
Security					
1	14	12.93	1.62	28	.792 ns
2	16	12.31	2.48		
Associates					
1	14	12.25	1.33	28	2.392[1]
2	16	10.84	1.81		
Esthetics					
1	14	9.64	1.80	28	.548 ns
2	16	10.09	2.57		
Prestige					
1	14	11.32	2.05	28	.602 ns
2	16	10.87	2.00		

[1] Significant at the .05 level of probability.

TABLE 135 (Continued)

Employment Group	Number	Mean	Standard Deviation	df	t
			Independence		
1	14	11.00	2.40	28	.366 ns
2	16	11.31	2.27		
			Variety		
1	14	11.29	1.87	28	1.003 ns
2	16	10.56	2.06		
			Economic Return		
1	14	13.00	1.30	28	.435 ns
2	16	13.25	1.77		
			Altruism		
1	14	12.39	1.02	28	.258 ns
2	16	12.25	1.83		
			Intellectual Stimulation		
1	14	11.64	1.71	28	1.471 ns
2	16	10.53	2.33		

It may be concluded the importance ascribed to altruism was not significantly related to the 1971 participation in employment by rural low income dual heads of family units.

Associates

Associated with "work which brings one into contact with fellow workers whom he likes (p. 10)," Table 133 reveals the mean scores on associates for Groups 1, 2 and 3 were 12.06, 11.26, and 11.54 respectively.

A summary of the analysis of variance, shown in Table 134, resulted in an F ratio of .485 which was not significant (P. > .05).

It may be concluded rural low income adults grouped by their current participation in employment did not differ in the importance they ascribed to associates.

Table 135 shows the mean associates scores for the dual heads grouped by their 1971 participation in employment. The mean scores were 12.25 and 10.84 for Groups 1 and 2 adults respectively. The obtained t of 2.392 was significant (P. < .05).

It may be concluded dual heads with both members in the work force during 1971 placed greater importance on associates than dual heads with one nonparticipant during 1971.

Creativity, Management, Achievement, Supervisory Relations, Security, Esthetics Prestige, Independence, Variety, Economic Return, Intellectual Stimulation

Table 134 reveals the obtained values of F on the remaining eleven work values for the respondents grouped by current participation in employment were not significant (P. > .05). Table 135 also reveals the obtained values of t on the same eleven work values for the dual heads grouped by their 1971 participation in employment were not significant (P. > .05). Each value is briefly defined according to the construct it is designed to measure followed by the observed F ratio and t values in parentheses.

Creativity. This work value is associated with "work which permits one to invent. . . , design. . . , or develop new ideas (p. 8)." (1.616, .883).

Management. A value associated with "work which permits one to plan and lay out work for others. . . (p. 9)." (.953, 1.067).

Achievement. A value associated with "work which gives one a feeling of accomplishment in doing a job well (p. 9)." (.118, 1.059).

Supervisory Relations. A value associated with "work which is carried out under a supervisor who is fair and with whom one can get along (p. 10)." (.348, .245).

Security. A value associated with "work which provides one with the certainty of having a job even in hard times (p. 9)." (.749, .792).

Esthetics. A value associated with "work which permits one to make beautiful things and to contribute beauty to the world (p. 8)." (1.980, .883).

Prestige. A value associated with "work which gives one standing in the eyes of others and evokes respect (p. 9)." (.062, .602).

Independence. A value associated with "work which permits one to work in his own way, as fast or as slowly as he wishes (p. 9)." (.090, .366).

Variety. A value associated with "work that provides an opportunity to do different types of jobs (p. 10.)" (.856, 1.003).

Economic Return. A value associated with "work which pays well and enables one to have the things he wants (p. 9)." (1.985, .435).

Intellectual Stimulation. A value associated with "work which provides opportunity for independent thinking and for learning how and why things work (p. 9)." (.036, 1.471).

It may be concluded rural low income adults grouped by their current participation in employment did not differ in the importance they ascribed to creativity, management, achievement, supervisory relations, security, esthetics, prestige, independence, variety, economic return, and intellectual stimulation.

It may also be concluded the dual heads grouped by their 1971 participation in employment did not differ in the importance they ascribed to these same eleven work values.

Summary

Of the fifteen work values assessed, significant (P. < .05) differences were observed for surroundings, way of life, altruism, and associates. When all respondents were grouped by current participation in employment, dual heads with both members in the work force placed greater importance on surroundings than dual heads with a current nonparticipant. Single heads placed less importance on way of life than dual heads with a current nonparticipant and all dual heads of family units combined. However, altruism was more important to the single heads than it was to the dual heads.

When the dual heads were grouped by their 1971 participation in employment, only the work value related associates was significant (P. < .05). Dual heads with both members in the work force during 1971 placed greater importance on associates than dual heads with a nonparticipating member during 1971.

There were three work values, surroundings, altruism, and way of life, where significant differences were observed with the respondents grouped by current participation in employment. Two values, surroundings and way of life, were concerned with values extrinsic to work. Surroundings, which is concerned with the physical conditions where the work is performed, was most important to the dual heads with both members currently employed/unemployed. However, when the dual heads were grouped by their 1971 participation in employment, the observed value of t was not significant (P. > .05). Way of life, which assesses a value concerning the freedom to live the kind of life one wants to, was most important to the dual heads with one nonparticipating member in the work force. Single heads attached less importance to the concept of way of life than the dual heads of family units. Again, the observed value of t was not significant (P. > .05) on the way of life scores for the dual heads grouped by their 1971 participation in employment.

Altruism, a value intrinsic in work, is concerned with the welfare of others. Single heads scored this value higher than the dual heads did. The observed value of t was not significant (P. > .05) on the altruism scores for the dual heads grouped by their 1971 participation in employment.

Associates was the only work value where a significant (P. < .05) value of t was observed with the dual heads grouped by their 1971 participation in employment. Associates, "the people with whom one works (p. 10)," was considered more important to the dual heads with both members in the work force during 1971 than dual heads with a nonparticipating member.

Whether grouped by current or 1971 participation in employment, the respondents did not differ in the importance they attached to the eleven work values of creativity, management, achievement, supervisory relations, security, esthetics, prestige, independence, variety, economic return, and intellectual stimulation. Inspection of the mean scores in Table 133 reveals economic return and supervisory relations received the highest scores for the fifteen values assessed. The lowest mean scores were observed on the values esthetics and management. The rural low income respondents attached the most importance to the extrinsic values of a job that pays well and satisfactory relationships with work supervisors.

Less relative emphasis was placed on the intrinsic values associated esthetics and planning or supervising the work of others.

Relationship of Work Values, Family Characteristics, Personal Characteristics, Job Seeking Information, Occupational Preparation and Assistance, and Employment History

The third major objective of the study was to determine whether or not selected variables from family characteristics, personal characteristics, job seeking information, occupational preparation and assistance, desired occupational education, survey week employment history, and 1967-1971 employment history were significantly related to the work values of rural low income adults.

Hypothesis Nine stated there will be a significant relationship between the work values and selected variables from:

1. Family characteristics.
2. Personal characteristics.
3. Job seeking information.
4. Occupational preparation and assistance.
5. Survey week employment history.
6. 1967-1971 employment history for rural low income adults.

The data required to test Hypothesis Nine consisted of the respondents' work values scores on the Super Work Values Inventory (Appendix H) and the values obtained on selected variables from the Family Data Instrument (Appendix A), Personal Data Instrument (Appendix B), Job Seeking Data Instrument (Appendix C), Occupational Training and Assistance Data Instrument (Appendix D), Work History: Survey Week Data Instrument (Appendix F), and the Work History: 1967-1971 Data Instrument (Appendix G). Variables selected for inclusion in the matrix of correlation coefficients consisted of the data treated as continuous measures presented for the second major objective of the study on all respondents. Since the desired occupational education variables were treated as discrete measures, none were included in the correlation analysis.

The Pearson product-moment correlation statistic was used to determine the coefficients of correlation presented in Table 136.

TABLE 13b

Matrix of Correlation Coefficients of Selected Family Characteristics, Person
Information, Occupational Preparation and Assistance, and Employment Histo
Correlated with Fifteen Work Values of Rural Low Income

Work Values	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
																	Variables[1]	
Creativity	-263	-293	159	-182	-264	290	172	221	440**	369*	294	268	296	266	-076	327	297	-098
Management	-345*	-376*	-193	-294	-311*	-056	173	182	418**	235	254	247	-030	161	105	212	065	056
Achievement	-143	-148	-061	-174	-210	-085	-161	-085	136	067	222	076	151	298	171	296	-085	-049
Surroundings	-063	-118	169	-181	-177	194	257	298	215	101	186	082	249	-025	226	305	-023	-008
Supervisory relations	229	185	-044	138	-036	187	021	032	142	136	-048	035	-088	241	068	187	237	002
Way of life	261	256	052	186	223	-062	-196	-265	-049	066	273	438**	-223	512*	224	215	076	090
Security	-023	-037	201	-229	-329*	136	207	169	507**	256	001	-156	-112	089	071	144	232	055
Associates	-007	-065	025	-177	-267	155	255	159	222	164	028	079	-123	255	-135	291	115	156
Esthetics	-138	-163	-013	-153	-228	301*	257	253	326*	176	126	006	-206	129	-103	164	187	233
Prestige	-253	-276	105	-292	-317*	186	292	234	296	167	120	212	265	167	-086	062	265	363
Independence	-338*	-305*	247	-241	-198	162	300	366	336	079	156	212	191	116	301	315	124	237
Variety	-021	-068	-181	-010	-023	-058	-161	-121	078	196	166	483**	-153	562*	297	375*	-061	307
Economic return	065	318	256	-080	-202	224	125	154	206	202	-086	-260	-035	075	-013	118	079	252
Altruism	-226	-276	-131	-245	-336*	206	357	076	212	136	161	066	-056	171	-008	036	025	-195
Intellectual stimulation	-038	-226	103	063	-414**	531**	-073	201	177	321	522*	070	-068	561*	-131	-206	060	-002

*Significant at the .05 level of probability.
**Significant at the .01 level of probability.
[1] Refer to numbered variables on p. 226

TABLE 136

Matrix of Correlation Coefficients of Selected Family Characteristics, Personal Characteristics, Job Seeking Information, Occupational Preparation and Assistance, and Employment History Characteristics Variables Correlated with Fifteen Work Values of Rural Low Income Adults

	Variables¹																												
	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	172	221	440**	348*	294	266	096	266	-034	023	057	-058	-008	-117	-024	138	-146	-134	-242	070	031	057	-091	-180	067	140	314*	322*	110
	172	182	418**	235	054	247	-030	161	103	262	065	056	047	-080	-067	273	-011	-104	-310*	064	205	088	197	-077	-094	214	282	217	-078
	-161	-085	156	067	022	036	051	298	171	296	-085	-049	021	-184	-027	106	-085	-122	-306*	-125	-016	056	-023	-059	-033	103	251	129	085
	057	098	215	101	189	082	049	-025	226	003	-023	-008	-100	044	-207	127	016	005	-174	-015	107	049	-009	-091	038	001	142	123	171
	021	032	142	134	-048	035	-088	041	068	187	237	002	-090	-017	002	243	-125	-100	-019	-126	-017	072	-008	159	173	-037	227	252	417**
	-196	-265	-049	069	273	408**	-223	312*	024	203	076	090	244	-074	096	201	006	-051	-177	178	191	155	300	278	-077	157	-198	-143	-209
	207	189	307*	058	001	-158	-112	089	071	144	232	055	099	057	131	122	-156	-105	-035	091	-205	-029	-028	-088	-098	086	140	-085	266
	259	139	122	164	034	079	-123	035	-155	051	315	156	046	035	185	349*	034	-017	042	-056	-100	-076	-060	-126	-208	-005	454**	097	363*
*	257	253	326*	179	[illegible]	009	-096	129	-103	164	187	033	112	032	101	151	-074	-081	-065	-084	-059	-100	-081	-227	-129	065	497**	284	229
	282	234	286	167	[illegible]	212	083	197	-086	042	265	040	238	-096	146	221	061	049	-086	-040	091	068	096	-219	-357*	097	394**	198	035
	000	066	036	[illegible]	139	212	191	116	001	015	124	037	165	-125	-058	-109	345*	260	-049	281	-201	-084	250	-243	001	-243	153	-001	-291
	-151	-121	078	[illegible]	166	483**	-153	340*	297	375*	-081	007	052	-114	072	199	-021	-052	-183	100	165	255	252	241	165	010	-051	-017	-088
	103	154	158	202	-099	-245	-035	073	-019	118	078	052	-019	028	108	027	-013	-065	-006	000	-123	-093	-132	-088	-045	-162	227	026	197
	057	079	212	134	141	089	039	171	-008	039	023	-195	-179	-140	-186	-007	-320*	-281	-442**	-283	-088	-028	-233	-295	043	103	326*	388*	234
**	-073	001	177	021	320*	070	-048	341*	-191	-206	040	-002	044	-152	073	005	-183	-246	058	076	-137	341*	-179	-183	166	087	500**	258	072

1. Number of children.
2. Number of persons.
3. Number of years at the current address.
4. Amount of 1971 wage and salary income.
5. Amount of 1971 total employment income.
6. Age.
7. Self-rating the effect of health on kind of work.
8. Self-rating the effect of health on amount of work.
9. Number of health and physical constraints.
10. Rating of state employment office.
11. Rating of private employment agency.
12. Rating of direct employer contact.
13. Rating of friends and relatives.
14. Rating of help wanted advertisements.
15. Number of years school attendance.
16. Number of post-school educational/training activities started.
17. Rating of Franklin County Extension services.
18. Rating of University of Vermont services.
19. Rating of Soil Conservation Service.
20. Rating of St. Albans Area Vocational Center services.
21. Rating of County Forester's office services.
22. Rating of employment security office services.
23. Rating of employment security office services.
24. Number of hours usual weekly employment.
25. Amount of weekly employment income.
26. Number of weeks employment.
27. Number of employers.
28. Number of industries.
29. Number of hours weekly employment.
30. Amount of weekly employment income.
31. Number of weeks nonemployment attributed to economic factors.
32. Number of weeks nonemployment attributed to quit/lost a job.
33. Number of weeks nonemployment attributed to health factors.
34. Number of weeks nonemployment attributed to all factors.
35. Number of years nonemployment income.

Family Characteristics

There were nine negative significant (P. < .05) correlation coefficient values observed between the fifteen work values and the characteristics of family size and family income. None of the obtained positive values of r were significant (P. > .05).

Significant (P. < .05) r values of -.345 and -.339 were observed between the number of children and the work values management and independence. Significant (P. < .05) r values of -.376 and -.305 were also observed between the number of persons and management and independence. There was a tendency for family size and the importance of management and independence to be negatively associated.

The remaining significant (P. < .05) r values of -.311, -.329, -.317, -.334, and -.414 were observed between the amount of 1971 total employment income and the work values management, security, prestige, altruism, and intellectual stimulation respectively. The observed values of r between the amount of 1971 wage and salary income and the fifteen work values were not significant (P. > .05). There was a tendency for family employment income and the importance of management, security, prestige, altruism, and intellectual stimulation to be negatively associated.

The observed values of r between the number of years at the current address measure of family mobility and the fifteen work values scores were not significant (P. > .05).

Personal Characteristics

Table 136 reveals there were six positive significant (P. < .05) correlation coefficient values between the fifteen work values scores and the personal characteristics of age and health and physical condition. None of the obtained negative values of r were significant (P. > .05).

Significant (P. < .05) r values of .301 and .531 were observed between age and the work values esthetics and intellectual stimulation. There was a tendency for age and the importance of esthetics and intellectual stimulation to be associated in the same direction for the respondents.

The remaining four significant (P. < .05) r values of .440, .418, .307, and .326 were observed between the number of health and physical constraints and the work values scores on creativity, management, security, and esthetics. The obtained values of r between the fifteen work values scores and the scores on self-rating the effect of health on kind of work and self-rating the effect of health on amount of work were not significant (P. > .05). There was a tendency for health and physical constraints and the importance of creativity, management, security, and esthetics to be associated in the same direction for the respondents.

Job Seeking Information

Table 136 shows seven positive significant (P. < .05) correlation coefficient values between the fifteen work values scores and the amount of helpfulness provided by selected sources of job information. None of the obtained negative values of r were significant (P. > .05).

Significant (P. < .05) r values of .348 between the rating score on a state employment office and the work value creativity; .320 between the rating score on a private employment agency and the work value intellectual stimulation; .408 and .483 between the rating score on direct employer contact and the work values way of life and variety; and .312, .304, and .341 between the rating score on help wanted advertisements and the work values way of life, variety, and intellectual stimulation. The obtained values of r between the fifteen work values scores and the rating score on friends and relatives were not significant (P. > .05). There was a tendency for the amount of help received from a state employment office, a private employment agency, direct employer contact, and help wanted advertisements and the importance of creativity, way of life, variety, and intellectual stimulation to be associated in the same direction by the respondents.

Occupational Preparation and Assistance

Table 136 reveals two positive significant (P. < .05) correlation coefficients between the fifteen work values scores and the amount of post-school educational/training activities and amount of occupational assistance received from selected public agencies. None of the negative values of r were significant (P. > .05).

A significant r (P. < .05) of .375 was obtained between the number of activities started measure of the amount of post-school educational/training activities and the work value variety. There was a tendency for the number of post-school educational/training activities started by the respondents and the importance of variety to be associated in the same direction.

A significant (P. < .05) r of .349 was obtained between the amount of occupational assistance received from the Vermont Employment Security Office and the work value associates. Obtained values of r between the fifteen work values scores and the amount of occupational assistance received from the County Extension Service, the University of Vermont, the Soil Conservation Service, the Area Vocational Center, and the County Forester's Office were not significant (P. > .05). There was a tendency for the amount of occupational assistance received from the Vermont Employment Security Office by the respondents and the importance of associates to be associated in the same direction.

The obtained values of r between the fifteen work values scores and the number of years school attendance were not significant (P. > .05).

Survey Week Employment History

Table 136 shows one positive and four negative significant (P. < .05) correlation coefficients between the fifteen work values scores and number of hours actual employment and amount of weekly employment income. Obtained values of r between the fifteen work values scores and number of hours usual weekly employment were not significant (P. > .05).

Significant (P. < .05) r values of .345 and -.320 were observed between number of hours actual employment and the work values scores on independence and altruism respectively. There was a tendency for the number of hours actual employment during the survey week and the importance of independence to be associated in the same direction. There was also a tendency for the number of hours actual employment during the survey week and the importance of altruism to be negatively associated.

Significant (P. < .05) r values of -.310, -.306, and -.442 were observed between the amount of weekly employment income and the work value scores on management, achievement, and altruism respectively. There was a tendency for the usual amount of weekly employment and the importance of management, achievement, and altruism to be negatively associated.

1967-1971 Employment History

Table 136 reveals eleven positive and one negative significant (P. < .05) correlation coefficient values between the fifteen work values scores and the 1967-1971 employment history characteristics of occupational mobility, number of weeks nonemployment, number of years nonemployment income. Obtained values of r between the fifteen work values scores and number of weeks employment, number of employers, number of hours weekly employment, and the amount of weekly employment income during 1967-1971 were not significant (P. > .05).

Only one measure of occupational mobility, number of industries, was included in the correlation analysis. A significant (P. < .05) r of .341 was obtained between the number of industries during 1967-1971 and the scores on the intellectual stimulation work value. There was a tendency for the number of different industries the respondents had engaged in during the five-year work history and the importance of intellectual stimulation to be associated in the same direction.

The following significant (P. < .05) r values were observed between the work values scores and the measures of the number of weeks nonemployment: -.357 between number of weeks nonemployment attributed to economic factors and the work value prestige; .314, .454, .497, .394, .326 and .500 between number of weeks nonemployment attributed to health factors and the work values creativity, associates, esthetics, prestige, altruism, and intellectual stimulation respectively; and .322 and .388 between number of weeks nonemployment attributed to all factors and the work values creativity and altruism. The obtained values of r between the fifteen work values scores and the number of weeks nonemployment attributed to quit/lost a job were not significant (P. > .05). There was a tendency for the number of weeks nonemployment during 1967-1971 attributed to economic conditions and the importance of prestige to be negatively associated. There was a tendency for the number of weeks nonemployment attributed to all factors and the number of weeks attributed to health factors and the importance of creativity and altruism to be associated in the same direction. Additionally, there was a tendency for the number of weeks nonemployment attributed to health factors and the importance of associates, esthetics, prestige, and intellectual stimulation to be associated in the same direction.

Significant (P. < .05) r values of .417 and .363 were observed between the number of years nonemployment income during 1967-1971 and the work values scores on supervisory relations and associates. There was a tendency for the number of years nonemployment and the importance of supervisory relations and associates to be associated in the same direction.

Summary

There were forty-one significant (P. < .05) correlation coefficient values observed between the fifteen work values and thirty-five variables selected from family characteristics, personal characteristics, job seeking information, occupational preparation and assistance, survey week employment history, and 1967-1971 employment history for the rural low income respondents. Since 1:20 r values can be expected to be significant (P. ≤ .05), the small number of significant r values observed required caution with respect to an interpretation.

An examination of the twelve r values significant at the .01 level of probability revealed one pattern of intercorrelations. Nine significant (P. < .01) r values were observed between "number of health and physical constraints," "number of weeks nonemployment attributed to health factors," "number of years nonemployment income," "amount of 1971 total employment income," and "amount of weekly employment income" and eight of fifteen work values. Increased values on the variables--number of health and physical constraints, number of weeks of nonemployment attributed to health factors, and number of years of nonemployment income--were usually associated with higher scores on the work values of creativity, management, supervisory relations, associates, esthetics, prestige, and intellectual stimulation. Decreased values on 1971 employment income and the weekly employment income during the survey week were usually associated with higher scores on the work values altruism and intellectual stimulation. Recognizing this pattern of intercorrelations can be made only on tenuous grounds, respondents with the least participation in employment were placing greater importance on five values intrinsic in work and three values extrinsic to work.

V. SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

The primary purpose of this study was to determine whether or not there are differences in work commitment among rural low income adults grouped according to their participation in employment. The dimensions of the data identified for the study were as follows:

1. Family characteristics.
2. Personal characteristics.
3. Job seeking information.
4. Occupational preparation and assistance.
5. Desired occupational preparation.
6. Employment history.
7. Work values.

The population consisted of rural low income family units in the seven-county Vermont Economic Development Area of northern Vermont. A county, Franklin, was randomly selected and the population of rural low income family units was identified. A random sample of forty-three family units, stratified by township, was drawn for study. Data were collected from each consenting adult member meeting the criteria of age, school attendance, income, and residence location. The specific criteria for inclusion were:

1. 18-65 years of age.
2. Not attending school on a full-time basis.

3. A total 1971 employment income for the family unit which did not exceed the level established by the poverty index used (Appendix K).
4. A rural residence.

The following instruments were used in collecting data corresponding to each dimension of data identified:

1. Family Data. A modified version of Phipps _et al_ (1970) _Family Data Record_. This instrument was developed to assess family characteristics of rural low income adults. The characteristics consisted of residence, farm business, family size, family mobility, ancestry, and family income.
2. Personal Data. This instrument was developed to assess personal characteristics related to the participation in employment of rural low income adults. The characteristics consisted of sex, age, marital status, employment status, and health and physical condition.
3. Job Seeking Data. This instrument was developed to assess job seeking information related to the participation in employment of rural low income adults. The categories of job seeking information consisted of current job search interest, current job search activity, contact with selected sources of job information, amount of help provided by selected sources of job information, and job refusal.
4. Occupational Preparation and Assistance Data. This instrument was designed to assess occupational preparation and assistance

related to the participation in employment of rural low income adults. The categories of occupational preparation and assistance variables consisted of school attendance, amount of post-school education/training activities, amount of occupational assistance received from selected public agencies, and occupational assistance received from selected public agencies during 1971.

5. Desired Occupational Preparation Data. This instrument was developed to assess desired occupational preparation related to the participation in employment of rural low income adults. The categories of desired occupational preparation variables consisted of interest in educational/training activities during 1971, current interest in occupational preparation, anticipated constraints to participation in desired occupation preparation programs, distance willing to travel for desired occupational preparation, preferred time of day, and interest in serving on an advisory group for adult education.

6. Work History: Survey Week Data. This instrument was developed to assess current employment history variables related to the participation in employment of rural low income adults. The categories of survey week employment history variables consisted of number of jobs, actual hours of employment, number hours usual weekly employment, part-time employment, weekly employment income, current nonemployment income, reason for survey week job abserce, seeking employment, homemaker, reason for not being able to work, and labor force withdrawal.

7. Work History: 1967-1971 Data. This instrument was developed to assess 1967-1971 employment history variables related to the participation in employment of rural low income adults. The categories of 1967-1971 employment history variables consisted of number of weeks employment, number of employers, occupational mobility, number of hours weekly employment, amount of weekly employment income, number of weeks nonemployment, number of years nonemployment income, and best job held.
8. *Work Values Inventory*. Super (1970b) developed this instrument to assess the values which motivate man to work. The fifteen scales consist of altruism, esthetics, creativity, intellectual stimulation, achievement, independence, prestige, management, economic return, security, surroundings, associates, way of life, and variety.

Data were collected during April and May, 1972 by the investigator by means of a personal interview with the seventy-three respondents. All respondents were paid $3.00 for their time.

This was a survey study involving one observation of one sample. Chi square analysis was employed to ascertain the significance of the difference on nominal data among the rural low income adults grouped according to their "participation in employment." Analysis of variance was employed to analyze interval data among the "current participation in employment" groups. When a significant F ratio was observed, the Scheffé S-method (Glass and Stanley, 1970) of multiple comparison was used to determine the significance of the differences between group means. The interval data on the "1971 participation in employment" groups were analyzed with a t-test. The Pearson product-moment correlation was also employed to ascertain the significance of the relationship between the fifteen work values and thirty-five selected variables from five dimensions of data.

Summary of Findings

This study of possible differences in certain aspects of work commitment among rural low income adults had three major objectives. The summary of findings corresponds to each of the research objectives.

Social and Economic Characteristics

The first objective of the study was to determine the social and economic characteristics of rural low income family units residing in a county of Vermont. The Family Data Instrument was used to obtain data on residence, farm business, family mobility, family size, family income, and ancestry.

Two-thirds of the forty-three randomly selected family units were found outside a rural village. Approximately one-third of the residences were owned or being purchased. The remaining two-thirds of the residences were either rented or provided by some other arrangement. This latter category accounted for one-fourth of the sample. Approximately two-thirds of the residences were judged by the investigator to require major structural repairs. Twelve residences did not have the conveniences of a properly functioning indoor bathroom or a year-round supply of water.

The access highways posed a problem to less than one-half of the units.

Less than 20 percent of the family units were located in a farm residence. Four were operating commercial farms.

Forty family units reported making at least one geographic move. Four-fifths of the last moves had occurred within the county. Less than 10 percent of the sample reported their previous address in another state. A majority of the forty mobile family units reported their most recent change in residence had occurred for a nonjob related purpose.

Family size ranged from one to eleven members. One family unit in six did not have children present while one-third reported four or more children present.

The forty-three family units reported a mean 1971 employment income of $2286. This was slightly more than one-half the income criterion of $4485 for a family of 4.88 persons derived from the Variable Poverty Index (Appendix K). More than one-half of these family units relied on one or more sources of nonemployment income to make up this deficit. Nearly 20 percent of the family units reported they did not receive any income from employment during 1971.

All respondents were Caucasian.

Factors Associated with Differences in Participation in Employment Among Rural Low Income Adults

The second major objective of the study was to determine whether or not rural low income adults from different levels of participation in employment differed significantly in:

1. Family characteristics.
2. Personal characteristics.
3. Job seeking information.
4. Occupational preparation and assistance.
5. Desired occupational preparation.
6. Employment history.
7. Work values.

All respondents were grouped by their "current participation in employment." This grouping was derived from the family unit combinations of survey week labor force and employment status classifications on each respondent which resulted in three categories of "current participation in employment":

1. Dual heads, both of whom were employed/unemployed,
2. Dual heads with one or two labor force nonparticipants, and
3. Single heads who were either employed or a nonparticipant.

The dual heads were also classified by their 1971 labor force and employment status. These family unit combinations resulted in two categories called "1971 participation in employment" groups which were

1. Dual heads, both of whom were employed/unemployed during 1971, and
2. Dual heads with one or two nonparticipants during 1971.

The two groupings were not assumed to be independent since they were accomplished with the same subjects.

Family Characteristics

The Family Data Instrument was used to obtain data on the family characteristics of family size, family mobility, and family income.

Family size. Significant F ratios were observed on the family size variables, number of children (P. < .01) and number of persons (P. < .001), for the respondents grouped by current participation in employment. Family units with a single head contained fewer children and total persons than family units with dual heads containing a current nonparticipant and than all dual heads of family units.

Although the differences on the two family size variables were not significant for dual heads grouped by current participation in employment, significant t values were observed on number of children (P. < .05) and number of persons (P. < .05) for dual heads grouped by 1971 participation in employment. Dual heads who were both labor force participants during 1971 had fewer children and total persons in the family unit than dual heads with one 1971 labor force participant.

Family mobility. A significant chi square value was observed on the family mobility variable reason for last geographic move (P. < .05) for the respondents grouped by current participation in employment. The observed F ratio and t value on number of years at the current address and the observed chi square values on location of the previous address were not significant.

The respondents had lived at their current address 8.37 years and more than four-fifths of the respondents reporting one or more changes in residence said their last previous residence was in the same county. Dual heads currently in the labor force were more likely to have made their last geographic move for a job related purpose than other rural low income adults.

Family income. Significant F ratios were observed on the family income variables, amount of 1971 wage and salary income (P. < .001) and amount of 1971 total employment income (P. < .001), for the respondents grouped by current participation in employment. Family units with a single head received less wage and salary income during 1971 than family units with dual heads containing a current nonparticipant and than family units with dual heads. Family units with a single head also received less total employment income during 1971 than family units with dual heads, regardless of their current participation in employment.

More than one-half of the family units received one or more forms of nonemployment income during 1971. The frequency of receiving nonemployment income ranged from 84.62 percent for single heads to 33.33 percent for dual heads who were both work force participants.

A significant t value was observed on amount of 1971 wage and salary income ($P. < .05$) for the dual heads grouped by 1971 participation in employment. Family units with a nonparticipant member during 1971 received more wage and salary income than family units with both heads in the labor force during 1971. The two groups did not differ significantly in 1971 total employment income and 1971 nonemployment income.

Personal Characteristics

The Personal Data Instrument was used to obtain data on the personal characteristics of age and health and physical condition.

Age. The F ratio and t value observed on the age variable were not significant. The current and 1971 participation in employment groups did not differ significantly in age. The mean age for all respondents was 38.73 years.

Personal health and physical condition. Significant F ratios were observed on the personal health and physical condition variables, self-rating the effect of health on kind of work (P. < .05), self-rating the effect of health on amount of work (P. < .001), and number of health and physical constraints (P. < .001), for the respondents grouped by current participation in employment. A single head believes his health and physical condition places a greater limitation on both the kind and amount of work he can perform than dual heads with a current nonparticipant or all dual heads of family units. A single head also listed more health constraints to employment than dual heads, irrespective of participation in employment.

Dual heads grouped by 1971 participation in employment did not differ significantly on the personal health and physical condition variables.

Job Seeking Information

The Job Seeking Data Instrument was used to obtain data on the job seeking information characteristics of current job search interest, current job search activity, contact with selected sources of job information, amount of help provided by selected sources of job information, and job refusal.

Current job search interest. A significant chi square value was observed on the current job search interest variable, reason for not seeking employment (P. < .001), for the nonjob seeking respondents grouped by current participation in employment. The chi square values observed on the variable, seeking employment, were not significant. Current job search interest data revealed 13.70 percent of all respondents were seeking employment. The nonjob seeking respondents had different reasons for not seeking employment. Dual heads who were both labor force participants were either satisfied with current employment or did not believe a better job was available. Dual heads with a current nonparticipant and a single head cited "other" kinds of reasons for not seeking employment most frequently.

Current job search activity. Since only ten respondents were currently seeking employment, the current job search activity variables were not tested. These three employed and seven unemployed job seekers had been looking for employment approximately twelve weeks. All job seekers desired full-time employment and relied on direct employer contact as a primary source of job information.

Contact with selected sources of job information. The chi square values observed on the use of a state employment office, direct employer contact, friends and relatives, and help wanted advertisements for the respondents grouped by current participation in employment were not significant. The use of a private employment agency and placing an employment wanted advertisement was nearly nil. More than 70 percent of the respondents had used employers or help wanted advertisements as sources of job information. Fewer than one-half of the respondents had used a state employment office or friends and relatives. Nearly all respondents were unable to recall other sources of job information.

A significant chi square value was observed on the use of direct employer contact ($P. < .05$) for the dual heads grouped by 1971 participation in employment. There was a tendency for more dual head respondents with a 1971 nonparticipant to have used employers for job information than dual heads who were both 1971 participants in the labor force. The 1971 employment groups did not differ in their use of a state employment office, friends and relatives, and help wanted advertisements.

Amount of help provided by selected sources of job information. The F ratio observed on the rating of a state employment office was significant (P. < .05) for the respondents grouped by current participation in employment. Respondents who were single heads judged a state employment office to provide more help in finding employment than dual heads with a current nonparticipant in the labor force.

The current employment groups did not differ significantly in their judgments about the amount of help provided by a private employment agency, direct employer contact, friends and relatives help wanted advertisements, and placing an employment wanted advertisement. All six t values observed on the six sources of job information were not significant for the 1971 employment groups.

Job refusal. The observed chi square values were not significant on the job refusal variable, refusal of a job offer. The data revealed 36.69 percent of the sixty-seven respondents with employment experience had refused one or more job offers. Nearly one-half of the twenty-seven respondents refusing a job offer cited some aspect of pay as the most important reason for refusing the most recent job offer. Another one-third of these twenty-seven respondents cited some undesirable aspect of the work station. More than four-fifths of the most recent incidences of a job refusal occurred within the five-year period prior to the interview.

Occupational Preparation and Assistance

The Occupational Preparation and Assistance Data Instrument was used to obtain data on school attendance, amount of post-school education/training activities, amount of occupational assistance received from selected public agencies, and occupational assistance received from selected public agencies during 1971.

School attendance. The F ratio and t value observed on the school attendance variable, number of years school attendance, for the respondents grouped by participation in employment were not significant. The respondents had attended school a mean of 8.99 years.

Amount of post-school education/training activities. The respondents grouped by their participation in employment did not differ significantly in the number of activities started and number of activities completed. Respondents who had engaged in post-school educational/training activities did not differ significantly in their judgments of occupational helpfulness provided by these activities.

In general, all respondents had engaged in less than one post-school educational/training activity and had approximately an 80 percent completion rate. The participants judged the activities to have been helpful in their occupational endeavors. The reason most often given for noncompletion was a withdrawal by the sponsoring agency. Over eight years had elapsed since any of the participants last engaged in a post-school educational/training activity.

Amount of occupational assistance received from selected public agencies. Six public agencies with educational assistance programs of an occupational nature available to all adult residents of Franklin County were evaluated by the respondents. In addition, the respondents were asked to suggest other agencies with a similar mission. None of the observed differences in evaluation scores by employment group on the county extension service, the University of Vermont, the county soil conservation service, the county forester's office, the area vocational center, and the employment security office was significant. In general, these agencies were judged between "no help" and "some help" by the respondents.

Two additional agencies were suggested by the respondents of five family units, an Office of Economic Opportunity (OEO) and a social welfare office.

Amount of contact with selected public agencies during 1971. These data were not tested since only five family units reported one or more contacts with these agencies.

Desired Occupational Preparation

The Desired Occupational Preparation Data Instrument was used to obtain data on interest in educational/training activities during 1971, current interest in occupational preparation, anticipated constraints to participation in occupational preparation, preferred time of day, and interest in serving on an advisory group for adult education.

Interest in educational/training activities during 1971. The chi square values observed on the interest in educational/training activities during 1971 variable, awareness of activities available to adults, were not significant for the respondents grouped by participation in employment.

Nearly one-third of the respondents described one or more educational/training activities available to adults within Franklin County during the previous year. Only one raspondent participated in an activity during 1971.

The frequency data on interest in participation, reason for non-participation, and reason for no interest in participation for the twenty-three respondents describing a 1971 activity revealed one-half were interested in participation. The most frequently cited reasons for non-participation were lack of transportation and family obligations. Respondents who were not interested in participation cited family obligations and need for a different course or program most frequently.

Current interest in occupational preparation. The chi square values observed on the current interest in occupational preparation variable were not significant for the respondents grouped by participation in employment. Nearly two-thirds of the respondents described one or more occupational preparation programs of interest to them.

Anticipated constraints to participation in occupational preparation. More than 70 percent of the respondents desiring occupational preparation programs anticipated one or more constraints to participation. The chi square values observed on the anticipated constraints to participation in desired occupational preparation were not significant for the respondents grouped by participation in employment.

The frequency data on the anticipated constraints revealed females cited family obligations, transportation, and cost most frequently, and the males cited some aspect of their job and cost most frequently.

Preferred time of day for occupational preparation programs. The chi square values observed on the preferred time of day for occupational preparation programs were not significant for the forty-six respondents desiring occupational preparation grouped by participation in employment. In general, nearly one-half preferred the evening hours, one-third the daytime hours, and less than one-fifth had no preference.

Interest in serving on an advisory group for adult education. There were three interest's in serving on an advisory group for adult education variables: amount of previous participation, previous invitations received to participate, and current interest. Only one respondent had ever served with an advisory group, and three respondents reported they had been asked to serve. The chi square values observed on current interest in serving on an advisory group for adult education for the respondents grouped by participation in employment were not significant. More than one-half reported they would serve if asked; approximately one-fifth said no, and the remainder were not sure.

Survey Week Employment History

The Work History: Survey Week Data Instrument was used to obtain data on number of jobs, actual hours of employment, number of hours of usual employment, part-time employment, weekly employment income, current non-employment income, current (last) occupation, reason for survey week job absence, seeking employment, homemaker, reason for not being able to work, and labor force withdrawal.

Number of jobs. There were thirty-four respondents from twenty-six family units employed during the survey week. Only three respondents reported holding a second job.

Actual hours of employment. A significant F ratio was observed on the actual hours of employment variable, number of hours with a regular job (P. < .005), for the thirty-four employed respondents grouped by current participation in employment. Employed dual heads were employed for more hours during the survey week than dual heads with one employed member or an employed single head.

A significant t value was also observed on the number of hours with a regular job (P. < .01) for the employed respondents of family units with dual heads grouped by 1971 participation in employment. Dual heads who were both labor force participants during 1971 were employed for more hours during the survey week than dual heads with one 1971 labor force participant.

Since there were only three respondents reporting two jobs, the number of hours with "other employment" variable was not tested.

Number of hours usual weekly employment. A significant F ratio was observed on the number of hours of usual weekly employment (P. < .001) variable for the employed respondents grouped by current participation in employment. Employed dual heads reported more hours of usual weekly employment than dual heads with one employed member or an employed single head.

A significant t value was also observed on the number of hours of usual weekly employment (P. < .001) for the employed respondents of family units with dual heads grouped by 1971 participation in employment. Dual heads who were both labor force participants during 1971 reported more hours usual weekly employment during the survey week than dual heads with one 1971 labor force participant.

Part-time employment. Frequency data on the part-time employment variables, reason for less than thirty-five hours during the survey week and reason for a usual work week under thirty-five hours, revealed there were thirteen respondents who were employed less than thirty-five hours during the survey week. Four of these respondents usually worked thirty-five or more hours weekly. The remaining nine respondents reported a usual work-week of less than thirty-five hours employment.

Weekly employment income. The F ratio and t value observed on the weekly employment income variable, amount of weekly employment income, were not significant for the currently employed respondents grouped by their participation in employment. Family units with currently employed respondents had a mean weekly employment income of $40.58 for each respondent.

The length of the interview precluded converting noncash benefits into equivalent weekly employment income.

The mean hourly wage for the currently employed respondents was $1.30. Respondents employed on farms received $.53 hourly, and the respondents with nonfarm employment, $1.76 hourly.

Current nonemployment income. The chi square value observed on current nonemployment income for respondents grouped by current participation in employment was significant (P. < .05). There was a tendency for more single heads of family units to receive nonemployment income during the survey week than dual heads who were both current work force participants.

The chi square value observed on the same variable for dual heads grouped by 1971 participation in employment was not significant.

Current (last) occupation. There were thirty-four currently employed and thirty-three previously employed respondents. Six female respondents reported they had never held employment including that of unpaid labor. The current (last) occupation variables consisted of number of years with most recent employer, industry classification, class of worker, major occupation group, and major occupation category.

The currently employed reported a mean job tenure of 5.29 years with their current employer. Respondents with employment experience and not currently employed reported a mean job tenure of 3.39 years with their last employer.

One-half of the currently employed respondents were engaged in the nonmanufacturing employment sector. One-half of the currently employed females were engaged in the services industry. Three-fourths of the males who were not employed during the survey week last experienced employment in the construction and services industries.

The class of worker data revealed ten of the currently employed and six of the previously employed respondents reported self-employment.

The major occupation group data revealed that the currently employed males were primarily laborers and farmers. The currently employed females were primarily service workers and laborers.

Seeking employment. These data were discussed in the job seeking information section.

Homemaker. There were twenty-five females describing themselves as homemakers who were classified as nonparticipants in the work force. More than one-half of these respondents cited the presence of children as the most important reason for their current nonparticipation. An additional one-third of the homemakers cited the constraints of health or a negative attitude toward an employed spouse held by the husband.

Five of the twenty-five homemakers selected the "strongly disagree" response alternative to interest in part-time and/or full-time employment. These five respondents also declined to establish a desired hourly wage.

The data on interest in part-time employment, interest in full-time employment, and required hourly wage for the remaining twenty respondents suggested the respondents with the constraint of children were more interested in part-time than full-time employment. The mean required hourly wage was $1.84.

Reason for not being able to work. Five respondents reported they were currently unable to work. The four males and one female all reported their health prevented employment.

Labor force withdrawal. Three male respondents were neither employed or unemployed during the survey week. All three reported they had been "laid off" from their last employment approximately five months previously due to "seasonal or temporary work completed."

1967-1971 Employment History

The Work History: 1967-1971 Data Instrument was used to obtain data on number of weeks employment, number of hours weekly employment, amount of weekly employment income, number of years nonemployment income, number of weeks nonemployment, number of employers, occupational mobility, and best job held.

Number of weeks employment. The respondents reported a mean 25.91 annual weeks employment during the 1967-1971 employment history. The F ratio observed on the number of weeks employment for the respondents grouped by their current participation in employment was not significant.

A significant t value was observed on the number of weeks employment for the dual heads grouped by 1971 participation in employment (P. < .01). Dual heads who were both 1971 participants in the labor force reported more weeks of annual employment than dual heads with one 1971 participant in the work force.

Number of hours weekly employment. The F ratio on the number of hours weekly employment for the respondents grouped by current participation in employment was not significant. During the weeks of employment for 1967-1971, the respondents were employed a mean 36.56 hours weekly.

A significant t value was observed on the number of hours weekly employment for the dual heads grouped by 1971 participation in employment (P. < .01). Dual heads who were both 1971 participants in the labor force reported more hours weekly employment than dual heads with one 1971 participant in the labor force.

Amount of weekly employment income. Forty family units had employment income during some part of 1967-1971. The F ratio observed on the amount of weekly employment income for the respondents grouped by current participation in employment and a t value observed on the same variable for the dual heads grouped by 1971 participation in employment were not significant. The respondents of forty family units reported a mean $48.43 weekly employment income for the annual 1967-1971 weeks of employment.

Number of years nonemployment income. The F ratio on the number of years nonemployment income for the respondents grouped by current participation in employment was significant (P. < .01). Family units with a single head had more years of nonemployment income for 1967-1971 than family units with dual heads containing one current nonparticipant. Family units with a single head also had more years of nonemployment income for 1967-1971 than all family units with dual heads.

The t value observed on the number of years nonemployment income for the dual heads grouped by 1971 participation in employment was not significant.

Number of weeks nonemployment. The F ratios and t values observed on the number of weeks nonemployment attributed to economic factors, quit/lost a job, health factors, and all factors for the respondents grouped by participation in employment were not significant. In general, the respondents reported a mean of 59.64 weeks nonemployment for 1967-1971 which included 19.18 weeks attributed to health factors, 17.62 weeks attributed to economic factors, 5.53 attributed to quit/lost a job, and the remainder attributed to personal/other reasons.

Number of employers. The F ratio observed on the number of employers for forty family units with respondents experiencing employment during 1967-1971 grouped by current participation in employment was not significant. There were 1.55 employers reported by these respondents for 1967-1971.

Occupational mobility. Frequency data were collected on major industry, major occupation group, and major occupation category for employed respondents during 1967. Data were also collected on these same variables for 1971.

Approximately one-third of the thirty-two males reporting employment for both 1967 and 1971 were employed in a different industry by 1971. There were seventeen females reporting employment during 1967. Five years later approximately 30 percent continued to experience employment in the same major industry, 40 percent in a different industry, and the remainder were no longer employed. The most transitory industries appear to be manufacturing and services.

Females seemed to exhibit two mobility patterns, employment and occupational. Nearly one-fourth who reported employment during 1967 were not employed during 1971 and one-fourth of the employed females during 1971 reported no employment for 1967. Four of the twelve females employed during both 1967 and 1971 remained in the same major occupation group. Since these twelve females were represented in seven major occupation groups, there was an absence of any specific patterns in gross occupational shifts.

Three-fifths of the males remained in the same major occupation group. The changes in occupations appeared to occur within a relatively narrow range of major occupation groups.

The major occupation category revealed a majority of the males were blue-collar workers. Their major shift was from farm employment to blue-collar work. Females reported more diverse categorias of employment.

Best job held. The chi square values observed on the best job held variable for the sixty-seven respondents with employment experience grouped by participation in employment were not significant. In general, more than one-half of the respondents identified their most recent employment as the best job held. Nearly one-third described a different job than their most recent employment, and 1:6 reported they had never experienced a good job.

A majority of the responses to the kinds of job satisfactions experienced by the respondents describing their most recent employment as the best job were of an extrinsic nature: job environment, pay, and distance to work. Respondents describing a different job than their most recent one were evenly divided between the extrinsic aspects of the employment and the intrinsic aspect of an interesting job.

Work Values

The Super Work Values Inventory Instrument was used to obtain data on the following work values: creativity, management, achievement, surroundings, supervisory relations, way of life, security, associates, esthetics, prestige, independence, variety, economic return, altruism, and intellectual stimulation. Significant F ratios were observed on surroundings (P. $<$ .05), way of life (P. $<$ .005) and altruism (P. $<$ .05) for the respondents grouped by current participation in employment.

Dual heads with both members currently participating in the labor force placed greater importance on surroundings than dual heads with a current nonparticipant. Dual heads with a current nonparticipant placed greater importance on way of life than a single head. All dual heads also placed greater importance on way of life than a single head. Altruism was more important to a single head than dual heads.

The F ratios on the remaining twelve work values were not significant.

A significant t value was observed on associates (P. < .05) for the dual heads grouped by 1971 participation in employment. Dual heads who were both 1971 participants in employment placed greater importance on associates than dual heads with one 1971 participant in the work force.

The t values observed on the remaining fourteen work values were not significant.

Relationship of Work Values, Family Characteristics, Personal Characteristics, Job Seeking Information, Occupational Preparation and Assistance, and Employment History

The third major objective of the study was to determine whether or not there was a significant relationship between the Super Work Values Inventory scores and selected variables from:

1. Family characteristics.
2. Personal characteristics.
3. Job seeking information.
4. Occupational preparation and assistance.
5. Survey week employment history.
6. 1967-1971 employment history.

The mean scores on the fifteen work values and thirty-five variables treated as continuous measures for all respondents in the study were included in the correlation analysis.

Forty-one of 525 correlation coefficient values were significant ($P. < .05$). By adopting a .05 level of significance, 1:20 r values would be expected to be significant ($P. \leq .05$) with no actual relationships in the population, i.e., by change alone. Therefore, the small number of significant r values observed required caution with respect to an interpretation.

An examination of the twelve r values significant at the .01 level of probability revealed one pattern of intercorrelations accounting for nine significant ($P. < .01$) r values. Respondents with the least participation in employment, i.e., "number of health and physical constraints," "number of weeks nonemployment attributed to health factors," and "number of years of nonemployment income" and respondents with the least employment income, i.e., "amount of current weekly income" and "amount of 1971 employment income" were placing greater importance on five work values intrinsic in work and three work values extrinsic to work.

Limitations

The conclusions drawn from the findings of this study of rural low income adults are subject to the following limitations:

1. Using the Bureau of Census of definition of rural, the study included only rural low income family units residing in a northwestern county of Vermont during the spring of 1972.
2. Data were collected from consenting adult members of low income family units who were eighteen to sixty-five years of age and were not full-time students.

3. This study was based upon an ex post facto research design. No attempt was made to control or manipulate independent variables.
4. All respondents were Caucasian.
5. The sample of rural low income family units drawn comprised approximately .055 percent of a suggested population.

Conclusions

The behavioral and attitudinal findings reveal these rural low income adults are more alike than different. Conclusions relative to a commitment to work derived from the labor market behavior of rural low income adults will differ from conclusions derived from the nonbehavioral measures. Behavioral and attitudinal findings jointly reveal rural low income adults are generally committed to participation in employment.

The labor market behavior of rural low income adults reveals considerable movement in the work force among employment, unemployment, and nonparticipation. During the survey week, less than one-half of the adults were employed; fewer than 10 percent were unemployed, and more than two-fifths were nonparticipants. More than one-third of the currently employed reported less than thirty-five hours of weekly employment and could be classified as part-time workers. A five-year employment history revealed twenty-six weeks of annual employment and thirty-six hours of weekly employment. Nearly sixty weeks of nonemployment were reported for 1967-1971.

Income from employment provides approximately one-half the income criterion considered necessary to meet family economic requirements in the current social environment. A majority of rural low income families were currently receiving or had received some form of nonemployment income.

This is an especially significant source of income for the family units headed by a single adult.

In the situations where dual heads were present, placing more than one adult member in the work force does not materially improve the family employment income over that of family units with a single employed member of a dual head unit.

These "participation in employment" findings indicate rural low income adults are not strongly attached to employment. Subsequent findings recorded below lead to different, diametrically opposite conclusions.

Personal health and physical condition are believed to be exerting a real constraint on employment participation. This is particularly relevant to the nearly one-third of family units headed by a single adult. Redundant items included in the instruments revealed single heads believed their health was more restrictive on both the kind and amount of work that could be performed; listed more health constraints, tended not to currently seek employment for a health reason; and although not significant, attributed more than forty-five weeks of nonemployment during 1967-1971 to health factors. Male nonparticipants believe their personal health is largely responsible for their current nonemployment status.

Rural low income adults report a large amount of involuntary nonemployment. The nearly sixty weeks of nonemployment for 1967-1971 were primarily attributed to economic factors, health factors, and the presence of children. Nearly all the currently employed part-time workers desired full-time employment.

Female nonparticipants describing themselves as homemakers desire employment. The study revealed the largest group of current nonparticipants were homemakers. Eighty percent of them expressed positive interest in employment if the constraints of personal health, the presence of children, and a husband's negative attitude were satisfactorily resolved.

Rural low income adults have a limited communication network of job information. Even with a wage scale which centered around the minimum wage of $1.60 hourly, nearly all the currently employed were not actively seeking different employment. The reasons of "like my present job" and "there are no better jobs around" were given most frequently. The unemployed adults reported the informal means of direct employer contact most frequently. The most frequently used sources of job information in the study were the informal means of direct employer contact, help wanted advertisements, and friends and relatives. Only one-third of the adults reported using the state employment office to locate employment. The most effective sources of job information were judged to be direct employer contact and the state employment office Friends and relatives and help wanted advertisements were judged equally effective.

The reasons for families moving are conflicting. Currently employed dual heads tended to report a job related reason for their most recent move while other family units tended to give a nonjob related reason. This finding did not hold on 1971 participation in employment. The study did reveal nearly all the most recent residence changes to be intracounty. These recent moves may be undertaken in the attempt simply to improve the family living quarters. It may be recalled a majority of family units were classified as nonfarm and were in residences provided by means other than ownership.

Few rural low income adults report they have never experienced a good job. The study revealed that despite less than desirable employment experiences, fewer than 17 percent with employment experience never had a good job.

Most job refusals are attributed to some undesirable aspect of pay or the work station. The study revealed that more than 80 percent of the job refusals were attributed to these two reasons. Approximately one-third of the adults interviewed had refused one or more job offers.

Rural low income adults desire to improve their occupational competence. Despite earlier findings that post-school educational/training activities had no apparent effect on participation in employment, nearly two-thirds of the adults identified one or more specific areas for which they desired learning activities. The constraints of family obligations, cost, and transportation are thought to be the major limitations to participation in desired learning activities. Less than one-fifth of the adults would refuse to serve on an advisory group for adult education.

Work is both extrinsically and intrinsically important to rural low income adults. The Work Values Inventory scores revealed that in general the adults judged economic return and supervisory relations to be most important and the values of mananagement and esthetics to be least important to them. As participation in employment increased, the two extrinsic values associated with the work environment, surroundings and associates, and the way of life value became more important. Similarly, when the respondents had earlier been asked to describe why a particular employment was their best job, a majority of the responses were of an extrinsic nature.

There was a tendency for a positive association between perceived employment constraints and the importance of such intrinsic values as creativity, esthetics and altruism. A tendency for a negative association was observed between the amount of employment and the intrinsic values of altruism and management. It is possible the employed are judging the importance of work values with respect to the work station while the nonemployed are seeking certain psychological satisfactions which they perceive employment could provide.

Recommendations

The behavioral and attitudinal findings of this study reveal rural low income adults experience numerous social and economic handicaps with respect to participation in employment. Despite the presence of these handicaps, they remain committed to work as a means of attaining extrinsic and intrinsic satisfactions. Agencies and individuals responsible for planning, developing, and implementing vocationally oriented education programs for rural low income adults may need to consider the following statements.

1. Only a small part of the population of rural low income adults can be identified with the assistance of public agencies which provide services oriented toward the low income segment. Some agencies do not divuige names of their recipients, but it seems clear that only a small portion of the total rural low income population is receiving these services. Local town and school

officials can provide a great deal of assistance with the identification of the rural low income population.

2. A significant number of rural low income families were headed by a single adult. These adults possess more pronounced constraints to both improving occupational competence and employment participation than dual heads.
3. Over 80 percent of the rural low income families were residing in a nonfarm residence. This finding implies programs designed to improve economic opportunities for the rural low income adult will largely be concerned with wage and salary employment.
4. Although the adults interviewed in the study live adjacent to one of the most economically active counties in the state, they are virtually geographically immobile. This investigator found the employed do not believe better employment opportunities exist. This may be related to another finding that the major source of job information is the informal method of direct employer contact. This investigator received the general impression that many rural low income adults were associating the state employment security office with "that place where some people get unemployment money." State employment security offices obviously can play a more significant role in assisting rural low income adults to develop more satisfactory employment patterns.
5. Nearly two-thirds of the rural low income adults interviewed want to improve their occupational competence through educational

programs. This study also found rural low income adults would be willing to assist with the planning and implementation of adult education activities in an advisory capacity. They should be included on advisory groups responsible for program planning.

6. Most of the rural low income adults interviewed associated learning activities designed to improve occupational competence with a school environment. These adults need to become aware of the possibilities afforded by on-the-job training.
7. The constraints of children, cost, a job and transportation are believed to prevent participation in future learning activities. These potential constraints will need to be resolved in a satisfactory manner before participation in learning activities can be expected.
8. The study revealed rural low income adults were generally unaware of receiving any assistance of an occupational nature from existing public agencies during the recent past. Nearly all such public agancies were judged to be of little help to these adults. Assuming that benign neglect of the rural low income segment is not a program goal, the activities of all public agencies need to be coordinated to insure the rural low income are in fact receiving assistance with respect to the needs identified.
9. Nearly one-fifth of the families interviewed did not report any income from employment during the previous calendar year. The specific constraints which prevent employment need to be isolated more effectively.

10. Personal health appears to account for a significant amount of nonemployment. Rural low income adults need access to effective health care.
11. Females who describe themselves as homemakers desire employment. Eighty percent of this group of rural low income adults desired employment if certain constraints were satisfactorily resolved. Provision for child care in a rural area will need to be resolved.

Suggestions for Further Research

The findings of this study indicate research should be conducted in the following areas:

1. This study could be replicated with the urban low income adult population to determine the ways in which they differ from the rural low income adult population.
2. An articulation model should be developed for a rural area which would serve to coordinate and evaluate the services provided the rural low income population.
3. Research is needed to determine how public agencies responsible for improving the occupational competence of rural low income adults develop specific goals and objectives and relate these to client needs.
4. The effect of attitudes held by persons in different levels of policy development toward improving the occupational competence of rural low income adults should be determined.
5. A study should be developed to identify the specific health constraints of rural low income adults.

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APPENDIX A

FAMILY DATA INSTRUMENT

Name of Family ______________________________
Address ______________________________
Telephone ______________________________
ID Number ______________________________

I. Residence (complete on basis of personal observation):

A. This family lives in a:

1. ______ House
2. ______ Apartment
3. ______ Mobile home
4. ______ Other (specify)

____

B. This residence is located:

1. ______ On a farm
2. ______ In a rural area, not on a farm
3. ______ In a village

C. This residence is located:

1. ______ On a state highway
2. ______ On a township road
3. ______ On a village street
4. ______ Other (specify)

____

D. The road is:

1. ______ Hard surfaced
2. ______ Improved, gravel
3. ______ Unimproved

E. The condition (general structural repair and upkeep) of this residence can be described as:

1. ______ Poor
2. ______ Fair
3. ______ Good
4. ______ Excellent

(Complete by asking appropriate questions)

F. This residence is:

1. ______ Owned or being bought
2. ______ Cash rented
3. ______ Provided by other arrangement (specify)

____

G. This residence has (yes or no):

1. ______ Electricity
2. ______ Indoor bathroom
3. ______ Running water (year round)
4. ______ Telephone
5. ______ Television

2. Complete this section if the residence is located on an operating farm.

A. This farm can be classified as:

1. ______ Commercial (if over 50 percent of family income from this source)
2. ______ Part time

B. This farm has (number):

________ Acres of tillable land
________ Acres of woodland
________ Total acres

C. The major farm enterprise(s) on this farm is (are):

1. ______ Dairy
2. ______ Other livestock (specify)

____

3. ______ Forestry
4. ______ Other crops (specify)

____

3. Household size:

A. Children at home (number):

1. ______ Not yet started school
2. ______ In school (through 12th grade)
3. ______ Not in school, living at home
4. ______ Total children living at home

B. Adults:

1. ______ Total adults under age sixty-five not in school living in this household
2. ______ Total other adults in this household

Names:

____

____

____

____

C. ______ Total persons in this household (number)

4. Family migration:

A. How many years has this family lived at this address? (number)

______ Years

B. Where did you live before this?

1. ______ Same county
2. ______ Different county (specify)

____

3. ______ Out of state (specify)

____

4. ______ Have always lived here

C. How long did you live at this other address? (number)

______ Years

D. About how far was this last place where you lived to where you now live? (number)

______ Miles

E. Why did you move to your current address?

5. Ancestry:

A. Race:

1. ______ Caucasian
2. ______ Black
3. ______ Other (specify)

____

B. Is a language other than English regularly spoken in this household?

1. ______ Yes (specify)

____

2. ______ No

When the results of this survey are totaled, I will not be using any names. I would like to group this information according to such things as age, sex, occupation, and income.

6. Family income:

A. How many members of the immediate family living at home not in school contribute to the family income in:

1. ______ Cash (number)
2. ______ Work (describe)

____

3. ______ Total number contributing cash/work.

B. Do any members of the immediate family not living at home contribute to this family's income?

1. ______ Yes __
2. ______ No

C. Approximately what was the total cash income from wages and salaries of this family in 1971 not counting any money from a business?

$______ Dollars

D. After subtracting all business expenses, about how much net profit did the farm or other business earn in 1971?

$______ Dollars

E. So you had approximately:

$______ Dollars from wages and business profit in 1971

F. Do any members of the immediate family receive:

1. ______ A pension
2. ______ Disability payments
3. ______ Social security payments
4. ______ Unemployment benefits
5. ______ Public assistance
6. ______ Other benefits (specify)

____

7. ______ None

APPENDIX B

PERSONAL DATA INSTRUMENT

Name ______________________________

Individual ID ______________________

Family ID _________________________

Record of Calls

Date	Time	Comments
1.	A.M./P.M.	
2.	A.M./P.M.	
3.	A.M./P.M.	

Record of Interview

Interview time

Began	Ended
A.M./P.M.	A.M./P.M.

Date Completed	Comments

Non-Interview Reason

1. ______ Temporarily absent
2. ______ Unable to locate respondent
3. ______ Refused
4. ______ Other

I. Personal data:

A. Sex:

1. ______ Male
2. ______ Female

B. Age (number):

______ Years

C. Marital status:

1. ______ Married, spouse present
2. ______ Married, spouse absent
3. ______ Widowed
4. ______ Divorced
5. ______ Separated
6. ______ Never married

2. Current labor force participation status:

A. What would best describe what you were doing most of last week? Working for wages? Homemaker? Or something else?

1. ______ Working
2. ______ With a job not at work
3. ______ Looking for work
4. ______ In a training program
5. ______ Homemaker
6. ______ Unable to work
7. ______ Retired
8. ______ Other (specify)

____

B. Classifying labor force participation:

1. ______ Working
2. ______ Unemployed
3. ______ Nonparticipant

3. Would you rate the following statements in terms of:

SA means "strongly agree"
A means "agree"
U means "undecided"
D means "disagree"
SD means "strongly disagree"

A. My health or physical condition limits the kind of work I can do.

SA A U D SD

Describe: ____

____

B. My health or physical condition limits the amount of work I can do.

SA A U D SD

Describe: ____

____

APPENDIX C

JOB SEEKING DATA INSTRUMENT

Name ______________________
Individual ID ______________________
Family ID ______________________

1. A. Have you been looking for work during the past four weeks?

   1. ______ Yes
   2. ______ No

   B. Which of the following describe why you have not been looking for work during the past four weeks? (Check all items, circle the most important.)

   1. ______ Likes present job
   2. ______ There are no better jobs around
   3. ______ In school or training program
   4. ______ There are no jobs available
   5. ______ Prefers not to work this time of year
   6. ______ There are no decent jobs available
   7. ______ Personal, family reasons
   8. ______ Health
   9. ______ Other (specify)

   ____

2. How many weeks have you been looking for a job? (number)

   ______ Weeks

3. What have you been doing the last four weeks to find work? (Mark all methods, do not read the list.)

   1. ______ Contacted the State Employment office
   2. ______ Contacted private employment agency
   3. ______ Contacted employers directly
   4. ______ Checked with friends and relatives
   5. ______ Read help wanted ads
   6. ______ Placed an ad
   7. ______ Nothing
   8. ______ Other (specify)

   ____

4. Have you been looking for full time or part time work?

   1. ______ Full time
   2. ______ Part time
   3. ______ Hours weekly (number)

5. Why would you say you are now looking for work? (Check all items, circle the most important.)

1. ______ Unemployed
2. ______ Want to work again
3. ______ Need more income
4. ______ Expect to lose present job
5. ______ Don't like present job
6. ______ Hours
7. ______ Pay
8. ______ Working conditions
9. ______ Too far to travel
10. ______ Other (specify)

____

6. During the past four weeks, how often have you used the following methods of locating a job?

1. ______ Contacted State Employment office
2. ______ Contacted private employment agency
3. ______ Contacted employers directly
4. ______ Checked with friends and relatives
5. ______ Read help wanted ads
6. ______ Placed an employment wanted ad
7. ______ Other (specify)

____

7. Please indicate whether or not you have used each of the following methods of locating a job and rate each of the following methods according to how helpful it is to find a job in terms of:

5 means "very helpful"
4 means "quite helpful"
3 means "helpful"
2 means "some help"
1 means "no help"

Yes	No						
___	___	5	4	3	2	1	A state employment office
___	___	5	4	3	2	1	A private employment office
___	___	5	4	3	2	1	Contacting employers directly
___	___	5	4	3	2	1	Asking friends and relatives
___	___	5	4	3	2	1	Reading help wanted ads
___	___	5	4	3	2	1	Placing an employment wanted ad
___	___	5	4	3	2	1	Other (specify)

____

____

____

8. Have you ever been offered a job you turned down?

A. ______ Yes
______ No

B. Why did you turn it down? (Describe most recent experience.)

____

C. How long ago was this? (number)

______ Years

APPENDIX D

OCCUPATIONAL PREPARATION AND ASSISTANCE DATA INSTRUMENT

Name ______________________________

Individual ID ______________________

Family ID __________________________

Now I would like to talk about your education and any job training you have received.

1. What is the highest grade (or year) of regular school you have attended? (number)

   _____ Years

2. (If respondent attended two or more years of high school) Did you take any vocational or commercial courses during high school?

Number Years		Describe
__________	Agriculture	
__________	Commerial	
__________	Health occupations	
__________	Home economics	
__________	Trade and industrial	
__________	Other (specify)	

____

____

A. _____ Vocational curriculum

B. _____ Nonvocational curriculum

3. Since you attended regular school:	A.	B.	C.	D.	E.	F.	G.	H.
	Total Courses or Prog. Started	Total Courses of Prog. Completed	Why Course Not Completed	Educ. Code	Total Weeks Completed	Helpful*	Latest Date You Partic.	Description
3.1 Have you ever enrolled in courses at a business college or technical school?	______	______	______	____	______	______	______	______
3.2 Have your employers provided any training while you worked for them?	______	______	______	____	______	______	______	______
3.3 Did you receive any occupational training in the armed forces?	______	______	______	____	______	______	______	______
3.4 Have you ever enrolled in an apprenticeship program?	______	______	______	____	______	______	______	______
3.5 Have you enrolled in any vocational courses at a high school or area vocational center?	______	______	______	____	______	______	______	______
3.6 Have you ever taken any general courses such as English or math?	______	______	______	____	______	______	______	______
3.7 Have you enrolled in any correspondence courses?	______	______	______	____	______	______	______	______
3.8 Have you ever enrolled in any manpower training courses?	______	______	______	____	______	______	______	______
3.9 Other organized courses? (specify) ____________________	______	______	______	____	______	______	______	______

*5 means "very helpful," 4 means "quite helpful," 3 means "helpful," 2 means "some help," 1 means "no help."

I. ______ Years since last participation (number)

J. ______ Average length of courses/programs (weeks)

4. Listed below are some agencies that provide educational/training services and programs to adults.

A. Would you rate each according to how helpful it has been to you in terms of:

5 means "very helpful"
4 means "quite helpful"
3 means "helpful"
2 means "some help"
1 means "no help"

5	4	3	2	1	County Extension Service
5	4	3	2	1	University of Vermont
5	4	3	2	1	Soil Conservation Service
5	4	3	2	1	County Forester's Office
5	4	3	2	1	Area Vocational Center
5	4	3	2	1	Employment Security Office
5	4	3	2	1	Other (specify)

____

____

B. During the past year (1971), how many times would you say you were given some assistance by each of these agencies?

Number Times	Agency
______	County Extension Service
______	University of Vermont
______	Soil Conservation Service
______	County Forester's Office
______	Area Vocational Center
______	Employment Security Office
______	Other (specify)

____

____

______ Total number

APPENDIX E

OCCUPATIONAL TRAINING DESIRED DATA INSTRUMENT

Name ____________________
Individual ID ____________________
Family ID ____________________

1. During 1971, were any educational or training courses or programs offered adults in this area?

   ______ Total number

   If yes:

   Description (program and location:

   ____

   Nearest place (distance--miles):

   ____

2. (If at least one course is listed and this person did not participate during 1971). Were you interested in enrolling in this (these) course(s)?

   1. ______ Yes
   2. ______ No

   A. If yes, why were you unable to enroll in this (these) course(s)? (Check all items, circle most important.)

   B. If no, why would you say you were not interested? (Check all items, circle most important.)

      1. ______ Too far
      2. ______ Family obligations
      3. ______ Cost too much
      4. ______ Too tired
      5. ______ Too old to learn
      6. ______ No transportation
      7. ______ Need a different course or program
      8. ______ Health
      9. ______ Other (specify)

      ____

3. What kind(s) of educational or training program(s) would you be most interested in?

______ Not interested in any further education or training
______ Vocational education (specify)

____

______ General education (specify)

____

______ Other (specify)

____

4. What would prevent you from participation in the program(s) you described in #3 above?

1. ______ Nothing
2. ______ Transportation
3. ______ Cost
4. ______ Family obligations (specify)

____

5. ______ Health
6. ______ Other (specify)

____

5. What is the greatest distance you would travel to enroll in these programs you described in #3?

______ Miles (number)

6. Would you prefer these courses in the evening or during the day?

1. ______ Evening
2. ______ Day
3. ______ Doesn't make any difference

7. A. Have you ever served with a group of adults on an advisory committee or council that was planning an educational program or course for adults?

1. ______ Number times served

B. Have you ever been asked to serve?

2. ______ Number times asked

C. Would you serve on such a committee or council if asked?

1. ______ Yes
2. ______ No
3. ______ I don't know

APPENDIX F

WORK HISTORY: SURVEY WEEK DATA INSTRUMENT

Name ______________________
Individual ID ______________________
Family ID ______________________

1. How many different income earning jobs did you have last week?

______ As an employee (number)
______ Self-employed (number)
______ Total (number) (If zero, begin with #3)

2. How many hours did you work at:

A. ______ Your regular job?

B. ______ At all other jobs?

3. How many hours weekly do you usually work at your regular job?

______ Hours (If zero, begin with #6)

4. If items 2A or 3 is less than thirty-five hours:

A. (2A) Why did you work less than thirty-five hours at your regular job last week?

B. (3) Why do you usually work less than thirty-five hours weekly at your regular job?

(Mark the appropriate reason(s) and circle the most important)

1. ______ Slack work
2. ______ Material shortage, plant or machinery repair
3. ______ New job started during the week
4. ______ Job terminated during the week
5. ______ Could find only part time work
6. ______ Bad weather
7. ______ Illness
8. ______ Too busy with personal matters
9. ______ Did not want full time work
10. ______ Full time work week under thirty-five hours
11. ______ Other (specify)

____

5. A. How much would you say you usually earn weekly from your regular job before any deductions?

$______ Weekly

$______ Average hourly wage

B. Are there any non-cash benefits from this job (rent or other)?

$______ Weekly

C. How much would you say you earn weekly from jobs other than your regular one?

$______ Weekly

6. Did you, or will you, receive any benefits for last week (e.g., social security, unemployment, workmen's compensation, pension or other)?

$______ Amount

Describe: ______________________________

7. A. Description of your current (last) job:

______ Never worked for wages

B. For whom do (did) you work at your regular job?

______ Years

Name: ______________________________

C. What kind of business or industry is (was) this? (For example: farmer, road construction, restaurant, pulp mill)

Description: ______________________________

Industry Classification

D. Do (did) you consider yourself as:

1. ______ An employee
2. ______ Self-employed

E. What kind of work are (were) you doing?

______ Occupation classification (specify)

____

______ Employment by occupation classification

F. ______ Vocational and technical education category

8. For a person who was with a job, not at work last week:

A. Why would you say you were absent from your regular job last week? (Check all applicable, circle most important.)

1. ______ Injured on the job
2. ______ Own illness
3. ______ On vacation
4. ______ Bad weather
5. ______ Temporary layoff (under thirty days)
6. ______ Indefinite layoff (thirty days or more or no definite recall date)
7. ______ New job to begin within thirty days
8. ______ Too busy with personal business
9. ______ Other (specify)

____

9. For a person who was looking for work last week:

A. Which of the following items best describes why you are not regularly employed? (Circle most important.)

1. ______ Quit my job
2. ______ Laid off
3. ______ Completed training program
4. ______ Have never worked for wages
5. ______ Want to work for wages again
6. ______ Other (specify)

____

B. Why did you leave your last job? (Circle most important.)

1. ______ Personal, family reasons
2. ______ Entered a training program
3. ______ Health
4. ______ Retirement
5. ______ Seasonal or temporary work completed
6. ______ Slack work, business conditions
7. ______ Too far to travel
8. ______ Unsatisfactory work situation
9. ______ Hours
10. ______ Pay
11. ______ Working conditions
12. ______ Other (specify)

____

C. How many weeks have you been without a regular job?

______ Weeks (number)

10. For a person who was a homemaker last week:

A. Have you ever worked previously for wages?

______ Years since last worked for wages (number)

B. Which of the following best describes why you are not now working for wages? (Mark appropriate reasons and circle the most important.)

1. ______ Health
2. ______ I'm too old
3. ______ I need more training
4. ______ I wouldn't be able to find a good job
5. ______ Transportation
6. ______ Have children that need to be cared for
7. ______ Don't want to work for wages at this time
8. ______ My husband doesn't want me to work out
9. ______ I worked before, didn't like it
10. ______ Other (specify)

____

C. Would you look for a job if this were not a problem?
Rate each of the following in terms of:

SA means "strongly agree"
A means "agree"
U means "undecided"
D means "disagree"
SD means "strongly disagree"

SA	A	U	D	SD	Part time work were available
SA	A	U	D	SD	Full time work were available

D. How much per hour would you have to receive before you would take a job?

$______ Amount per hour

11. For a person who was unable to work last week:

A. Which of the following best describes why you are unable to work?

1. ______ Health
2. ______ I'm too old
3. ______ Personal or family matters
4. ______ Disabled or injured
5. ______ No reason
6. ______ Other (specify)

____

12. For a person who was "other" last week:

A. Which of the following items best describes why you are not regularly employed? (Circle most important.)

1. ______ Quit my job
2. ______ Laid off
3. ______ Completed training program
4. ______ Have never worked for wages
5. ______ Want to work for wages again
6. ______ Other (specify)

____

B. Why did you leave your last job?

1. ______ Personal, family reasons
2. ______ Entered a training program
3. ______ Health
4. ______ Retirement
5. ______ Seasonal or temporary work completed
6. ______ Slack work, business conditions
7. ______ Too far to travel
8. ______ Unsatisfactory work situation
9. ______ Hours
10. ______ Pay
11. ______ Working conditions
12. ______ Other (specify)

____

C. How many weeks have you been without a regular job?

______ Weeks (number)

APPENDIX G

WORK HISTORY: 1967-1971 DATA INSTRUMENT

Name ______________________________

Individual ID ______________________

Family ID __________________________

1. Between 1967 and 1971, how many weeks would you say you worked in your own business or for someone else?

1967_____ 1968 _____ 1969 _____ 1970 _____ 1971 _____

2. Between 1967 and 1971, for whom did you work? (Include self-employed.)

1967 ______________________________

1968 ______________________________

1969 ______________________________

1970 ______________________________

1971 ______________________________

3. What kind of business or industry was this?

1967 ______________________________

1968 ______________________________

1969 ______________________________

1970 ______________________________

1971 ______________________________

4. What kind of work were you doing? (Place check marks by regular job.)

1967 ______________________________

1968 ______________________________

1969 ______________________________

1970 ______________________________

1971 ______________________________

5. How many hours would you say you usually worked weekly?

	1967	1968	1969	1970	1971
A. At your regular job:					
B. At all other jobs:					

6. Approximately how much would you say you earned each week?

	1967	1968	1969	1970	1971
A. At your regular job:					
B. At all other jobs:					

7. Did you lose any weeks of work because of:
(Write in number of weeks for each item.)

1967	1968	1969	1970	1971	Item
___	___	___	___	___	Temporarily laid off
___	___	___	___	___	Lost your job
___	___	___	___	___	Quit your job
___	___	___	___	___	Illness
___	___	___	___	___	Bad weather
___	___	___	___	___	Injured on the job
___	___	___	___	___	Personal matters
___	___	___	___	___	Slack work
___	___	___	___	___	Health
___	___	___	___	___	Other (specify)

8. Did you receive any income for any of this time you were not working?

1967	1968	1969	1970	1971	
___	___	___	___	___	Yes
___	___	___	___	___	No

A. If yes, what was (were) the source(s)? (Write in the number of weeks for each item.)

1967	1968	1969	1970	1971	Source
___	___	___	___	___	Unemployment compensation
___	___	___	___	___	Workmen's compensation
___	___	___	___	___	Other (specify)

B. Did you have any other sources of income during these years? (Write in number of weeks for each item.)

	1967	1968	1969	1970	1971
Social Security	______	______	______	______	______
Pension	______	______	______	______	______
Disability	______	______	______	______	______
Other (specify)	______	______	______	______	______

____

____

9. What is the best job you have held to date?

1. ______ Present (last) job
2. ______ Different job than present (last) job

10. A. If different from present (last) job, classify:

______ Years since last worked at this job
______ Industry classification
______ Occupational classification
______ Employee, self-employed classification
______ Employment by occupation classification

B. Why would you say this is the best job you have held to date? Describe:

____

____

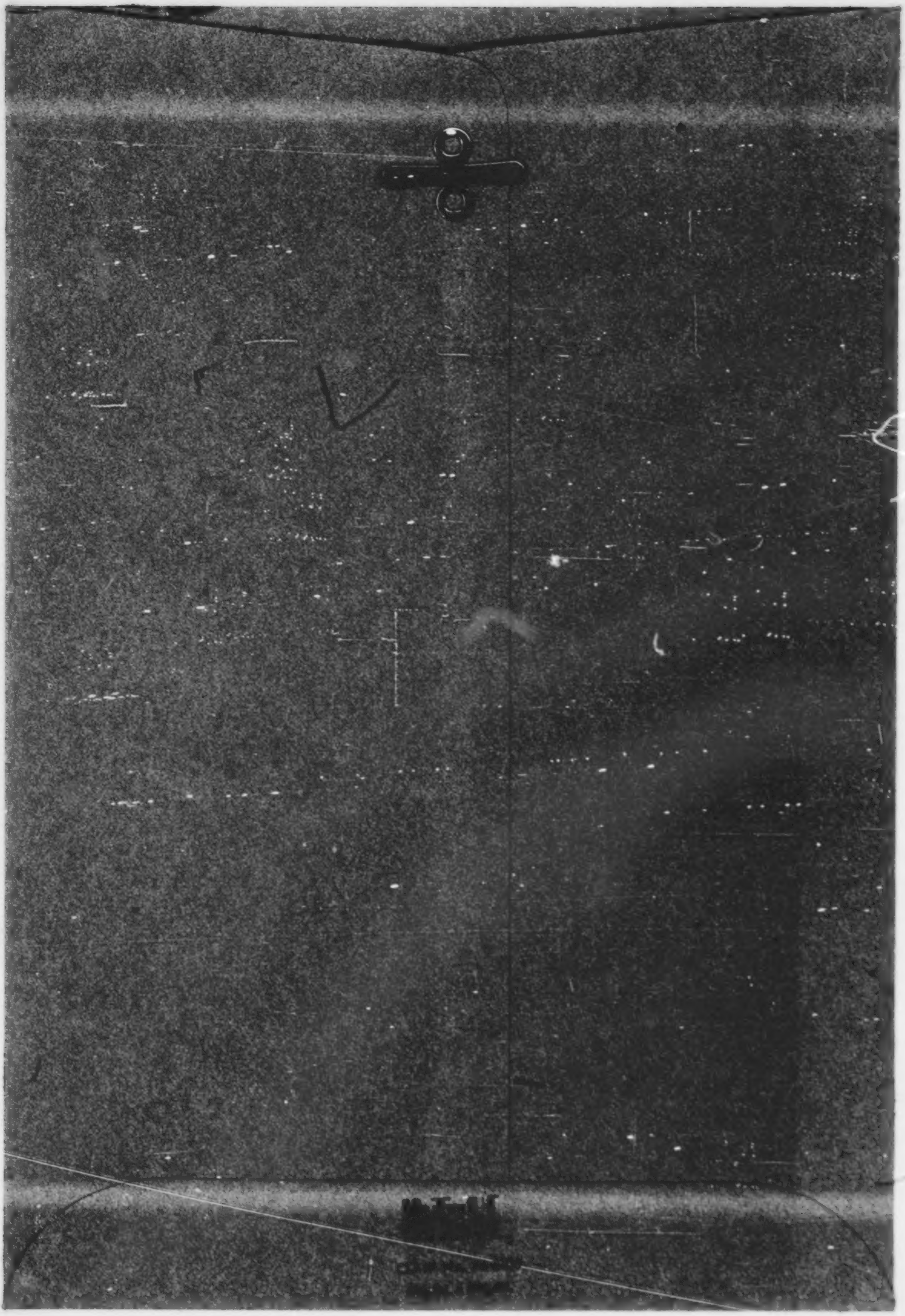
C. If different job than present (last) why would you say you are not working at this job any longer? (Mark all reasons, circle most important.)

1. ______ Too far to travel
2. ______ Slack work, business conditions
3. ______ Quit
4. ______ Laid off
5. ______ Personal, family reasons
6. ______ Health
7. ______ Business no longer operative
8. ______ Other (specify)

____

APPENDIX H

WORK VALUES INVENTORY INSTRUMENT



APPENDIX I

WORK VALUES RELIABILITY COEFFICIENTS

TABLE 137

Reliability Coefficients[1] on the Fifteen Work Values for Rural Low Income Adults Grouped by Sex

	Mean Scores		Reliability Coefficients	
Work Values	Male	Female	Male	Female
Creativity	11.09	11.03	.837	.748
Management	7.50	7.87	.614	.740
Achievement	12.65	13.10	.728	.704
Surroundings	11.91	13.21	.717	.524
Supervisory relations	13.18	13.38	.947	.372
Way of life	12.44	12.69	.189	.429
Security	12.85	12.64	.782	.795
Associates	11.71	11.33	.726	.507
Esthetics	9.59	10.62	.669	.605
Prestige	10.59	11.59	.659	.590
Independence	11.50	10.87	.704	.500
Variety	11.09	10.44	.816	.692
Economic return	13.38	13.18	.783	.503
Altruism	11.79	13.15	.648	.816
Intellectual stimulation	10.97	11.05	.593	.603

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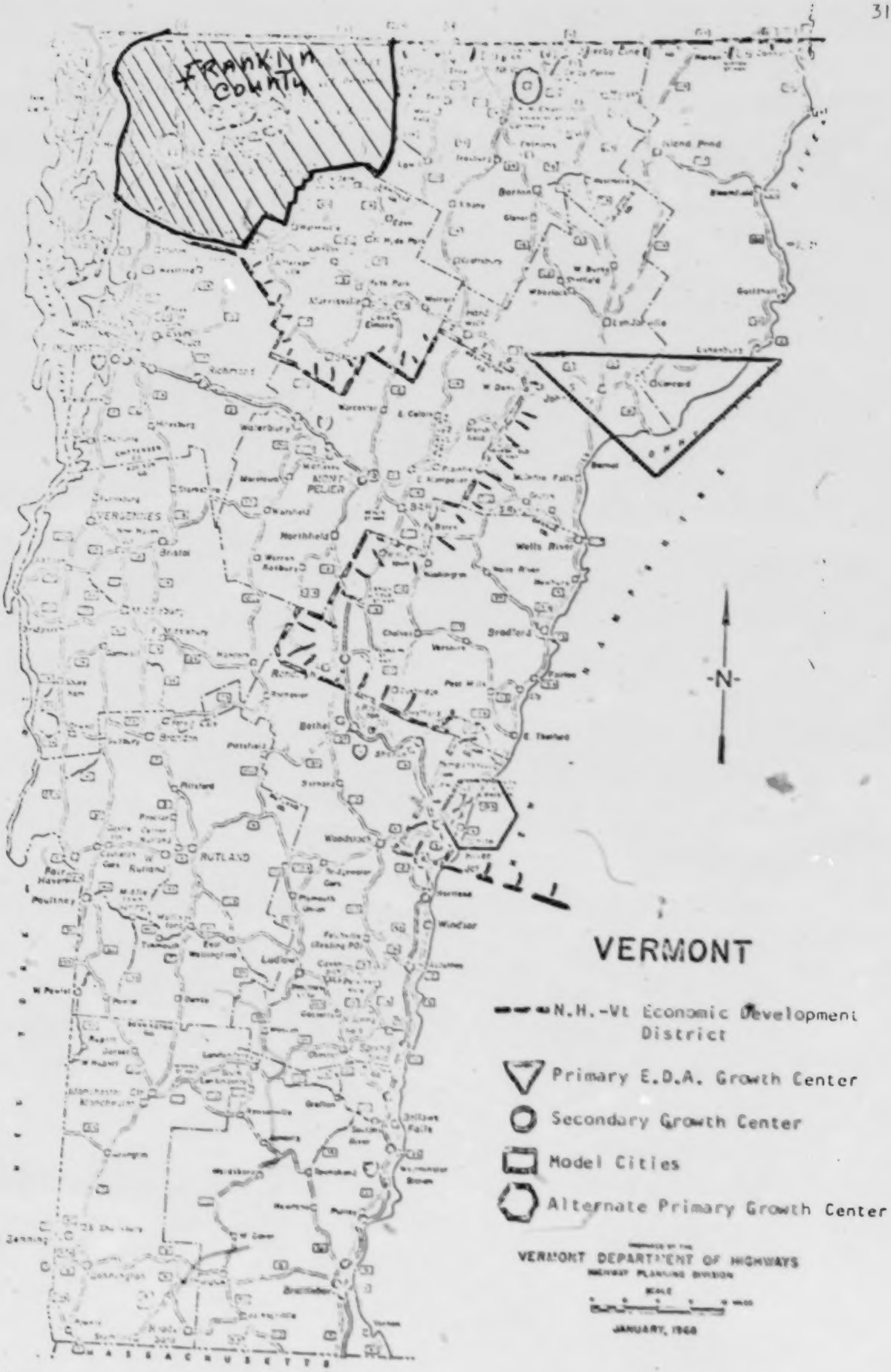
[1] Cronbach (1951).

APPENDIX J

GEOGRAPHIC LOCATION OF FRANKLIN COUNTY, VERMONT


FRANKLIN COUNTY
Derby Line
Island Pond
Morrisville
Richmond
Waterbury
MONTPELIER
VERGENNES
Northfield
Wells River
Bradford
Bristol
Bethel
Brandon
RUTLAND
Woodstock
Windsor
Poultney
Ludlow
Brattleboro
Bennington
N. Bennington
MASSACHUSETTS
-N-
VERMONT
N.H.-Vt Economic Development District
Primary E.D.A. Growth Center
Secondary Growth Center
Model Cities
Alternate Primary Growth Center
PREPARED BY THE
VERMONT DEPARTMENT OF HIGHWAYS
HIGHWAY PLANNING DIVISION
SCALE
JANUARY, 1968

APPENDIX K

VARIABLE POVERTY INDEX

VARIABLE POVERTY INDEX

Size of Family	Total	Nonfarm			Farm		
		Total	Male Head[1]	Female Head[1]	Total	Male Head[1]	Female Head[1]
All unrelated individuals....	$1,947	$1,954	$2,044	$1,898	$1,651	$1,697	$1,602
Under 65 years..........	2,005	2,010	2,092	1,935	1,727	1,778	1,644
65 years and over.........	1,852	1,861	1,879	1,855	1,586	1,597	1,576
All families..............	3,850	3,601	3,640	3,305	3,147	3,164	2,845
2 persons................	2,507	2,525	2,534	2,471	2,131	2,138	2,036
Head under 65 years....	2,589	2,604	2,619	2,522	2,218	2,225	2,104
Head 65 years and over.	2,328	2,348	2,349	2,336	1,994	1,996	1,972
3 persons................	3,080	3,099	3,113	3,003	2,628	2,635	2,511
4 persons................	3,944	3,968	3,970	3,948	3,385	3,387	3,345
5 persons................	4,654	4,680	4,684	4,639	4,000	4,002	3,963
6 persons................	5,212	5,260	5,263	5,220	4,490	4,491	4,441
7 or more persons.........	6,407	6,468	6,486	6,317	5,518	5,521	5,472

---

[1] For unrelated individuals, sex of the individual.

APPENDIX L

COPY OF LETTER OF INTRODUCTION USED TO ENLIST ASSISTANCE WITH IDENTIFYING THE RURAL LOW INCOME POPULATION

STATE OF VERMONT
DEPARTMENT OF EDUCATION
MONTPELIER, 05602

April 6, 1972

TO WHOM IT MAY CONCERN:

This is a letter of introduction for Mr. Everett Harris, who has been contracted by the State Department of Education, Vocational/Technical Division, State Office Building, Montpelier, Vermont, to conduct a research project. The title of the project is: "A Study of Selected Factors Related to the Employment Status of Disadvantaged Rural Adults."

It would be appreciated if you would allow Mr. Harris the pleasure of speaking to you about some questions related to the project. It is probable that some of the information he is seeking is confidential. Information that you release to Mr. Harris will be used for data gathering purposes only.

Thank you for cooperating and assisting in helping to solve some problems in education which ultimately will help us in our effort to provide educational opportunities for all people of Vermont.

Yours truly,

Joseph P. Kisko

Joseph P. Kisko
RCU Coordinator

JPK/egc

APPENDIX M

COPY OF LETTER OF INTRODUCTION USED WITH LOW INCOME ADULTS

STATE OF VERMONT
DEPARTMENT OF EDUCATION
MONTPELIER, 05602

March 20, 1972

TO WHOM IT MAY CONCERN:

This is a letter of introduction for Mr. Everett Harris, who has been contracted by the State Department of Education, Vocational/Technical Division, State Office Building, Montpelier, Vermont, to conduct a research project on adult education.

It would be appreciated if you would allow Mr. Harris the pleasure of speaking to you about some questions related to the project.

Thank you for cooperating and assisting Mr. Harris in helping to solve some problems in education which ultimately will help us in our effort to provide educational opportunities for all people of Vermont.

Yours truly,

Joseph P. Kisko

Joseph P. Kisko
RCU Coordinator

JPK/egc

APPENDIX N

JOB SEEKING DESCRIPTIVE DATA

Current Job Search Activity

There were ten respondents who reported they were currently seeking employment and had been actively seeking employment during the four-week period prior to the interview week. The small number of job seekers precluded testing the data collected on number of weeks spent in the current job search, sources of job information cited, amount of employment sought, purpose of seeking employment, and amount of contact with selected sources of job information.

Three of the respondents were currently employed and seeking different employment. The remaining seven job seekers were unemployed. All were married. One situation included an unemployed husband and wife (the only female actively seeking employment).

The unemployed respondents reported they had spent a mean of 12.4 weeks in the current job search. The three employed respondents reported they had been seeking different employment for a mean of 12 weeks. All ten job seekers were looking for full-time employment.

The purposes for seeking employment for the currently employed were the reported needs of more income and the improvement of current working conditions. Respondents classified as unemployed reported they were currently seeking a job because they were unemployed.

The respondents reported their most frequent source of job information consisted of direct employer contact.

Seeking Employment

Additional data were collected on the unemployed respondents with Item 9, Appendix F. Data were collected on reason for current unemployment, reason for leaving last job, and number of weeks since last employment.

The response alternatives judged most important to the reason for current unemployment were "quit my job" and "laid off." The respondents reported they left their last job for the reasons of "seasonal or temporary work completed," "slack work," and "unsatisfactory work situation." They reported being without employment a mean of 17.9 weeks.

Job Refusal

There were twenty-seven respondents who reported refusing one or more job offers. These respondents were asked to describe their most recent experience in terms of reason for refusing a job offer. Table 138 reveals the frequency of response to the reason for refusing the most recent job offer by current employment group. The responses judged most important by the respondents were coded by the investigator into the categories of pay, work station, or other reason.

Table 138 data show the category of pay accounted for nearly one-half of the reasons judged most important for refusing the most recent job offer. The category of work station accounted for one-third of the responses.

Table 139 reveals the frequency of response to the reason for refusing a job offer for the twenty-seven respondents grouped by sex. Nearly three-fourths of the male responses dealt with some aspect of pay. With females, the category of work station accounted for 50 percent of their responses.

TABLE 138

Frequency of Reason for Refusing a Job Offer for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Reason for Refusing a Job Offer			
	Pay	Work Station	Other	Total
1	1	1	2	4
2	9	6	3	18
3	3	2	0	5
Total	13	9	5	27

TABLE 139

Frequency of Reason for Refusing a Job Offer for Rural Low Income Adults Grouped by Sex

Sex	Reason for Refusing a Job Offer			
	Pay	Work Station	Other	Total
Female	2	6	4	12
Male	11	3	1	15
Total	13	9	5	27

Table 140 shows over four-fifths of the most recent job refusals occurred within the five years prior to the interview date.

TABLE 140

Frequency of Number of Years Since Most Recent Job Refusal for Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Number of Years Since Most Recent Job Refusal			
	1-5	6-10	10 or more	Total
1	3	0	1	4
2	16	1	1	18
3	3	2	0	5
Total	22	3	2	27

APPENDIX O

OCCUPATIONAL PREPARATION AND ASSISTANCE DESCRIPTIVE DATA

High School Curriculum

Respondents who reported ten or more years of school attendance were asked if they had enrolled in vocational or commercial courses during high school. The investigator was unable to classify all responses in terms of whether or not a respondent was enrolled in a vocational curriculum. Consequently only the frequency of responses for vocational courses by the thirty-one respondents reporting ten or more years of school attendance and grouped according to their current participation in employment is revealed in Table 141. More than three-fourths of the respondents reported enrolling in some type of vocational course or program.

TABLE 141

Frequency of Vocational Courses for Thirty-one Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Enrollment in Vocational Courses		
	Yes	No	Total
1	7	2	9
2	14	4	18
3	3	1	4
Total	24	7	31

Amount of Post-school Educational/Training Activities

Table 142 shows the frequency of post-school educational/training activities started, completed, and reason for noncompletion by type of program for twenty-nine respondents who reported post-school education/training. Some type of employer training was cited by the largest number of respondents.

Responses under "other" included a veterans agricultural training program following World War II, a sewing activity sponsored by the county extension service, and a keypunch training program with an unknown sponsor.

Table 142 reveals that over one-half of those who did fail to complete a course or program reported it had been canceled by the sponsor prior to the completion date.

Although not shown, the twenty-nine participants reported more than eight years had elapsed since they last participated in educational/training activities.

Amount of Assistance Received from Selected Public Agencies

In addition to the suggested public agencies identified for Item 4, respondents were asked to suggest additional agencies which provided occupational assistance to adults in their geographic area. As shown in Table 143, two such agencies were suggested, the OEO Center and the Social Welfare Office located in St. Albans.

TABLE 142

Frequency of Educational/Training Activities Started, Activities Completed, and Reason for Noncompletion by Type of Program for Rural Low Income Participants

Type of Program	Educational/Training Activities				Reason for Noncompletion	
	Activities Started		Activities Completed			
	Respondents	Activities	Respondents	Activities	Respondents	Code[1]
Business college or technical school	2	2			2	3,3
Employer training	8	19	7	14	2	3,4
Armed services	3	3	3	3		
Apprenticeship training	2	7	2	7		
Secondary school adult vocational courses	1	4	1	4		
General education courses for adults	5	6	2	3	3	2,3,3
Correspondence courses	3	14	2	12	1	1
MDTA training	3	3	2	2	1	2
Other	5	9	4	8	1	3
Total	32	67	23	53	10	

[1] Response code of reasons given for noncompletion of activities started:
1. Too difficult
2. Family obligations
3. Course or program dropped by sponsor
4. Needed a different course

TABLE 143

Suggested Agencies Providing Occupational Assistance and the Amount of Assistance Experienced from These Agencies by Respondents of Five Family Units

Suggested Agency	Frequency by Family Unit	Mean Scores[1] on Amount of Assistance Experienced
OEO Center	4	4.25
Social Welfare Office	1	3.00

---

[1] Response alternatives:

Very helpful: 5 points
Quite helpful: 4 points
Helpful: 3 points
Some help: 2 points
No help: 1 point

APPENDIX P

DESIRED OCCUPATIONAL PREPARATION DESCRIPTIVE DATA

The data reported in this appendix were collected with the Desired Occupational Preparation Instrument (Appendix E).

Interest in Educational/Training Activities During 1971

There were twenty-four respondents who were able to describe one or more educational/training activities available to the adult residents of Franklin County during 1971. The twenty-three respondents who did not participate in any of the activities they described were asked whether or not they had been interested in participating. Table 144 reveals the frequency summary of interest in participation by the twenty-three respondents grouped by their current participation in employment. More than one-half of these twenty-three respondents reported they had been interested in participating.

TABLE 144

Frequency of Interest in Participating in Educational/Training Activities Available During 1971 Described by Twenty-three Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Interest in Participation		
	Yes	No	Total
1	3	4	7
2	6	6	12
3	3	1	4
Total	12	11	23

The twelve respondents who reported they had been interested in educational/training activities described for 1971 were asked to suggest the constraint which influenced their decision not to participate. In a similar manner, the eleven respondents who reported they had not been interested in the activities described for 1971 were asked the reason for a lack of interest. Table 145 shows the frequency summary of reason for nonparticipation of twenty-three rural low income adults grouped by their expressed interest. The data reveals there were diverse reasons cited. However, the response alternative "family obligations" was cited most frequently by all respondents. The constraint of transportation appears to be important to the respondents who expressed an interest in participating in educational/training activities during the previous year.

Current Interest in Occupational Preparation

There were forty-six respondents who described one or more types of educational/training programs of current interest to them with Item 3. Where more than one desired program was identified, the respondent was asked to judge which was the most important to him. Table 146 reveals the type of educational/training program of current interest by respondent.

Anticipated Constraints to Participation in Desired Occupational Preparation Programs

There were thirty-three respondents who cited one or more constraints which would prevent their participation in the occupational preparation programs they previously identified. Table 147 shows the frequency summary of anticipated constraints to participation in desired occupational preparation programs for thirty-three rural low income adults grouped by sex.

Since each respondent could cite more than one constraint, the totals for Table 147 reflect this action. Inspection of the data reveals the most frequently cited constraints by females were family obligations, transportation, and cost. Males cited some aspect of their job and cost most frequently.

TABLE 145

Frequency of Reason for Nonparticipation in 1971 Educational/Training Activities by Twenty-three Rural Low Income Adults Grouped by Interest in Participation

	Interest in Participation		
Reported Constraints	Yes	No	Total
Too far	1	0	1
Family obligations	3	4	7
No transportation	4	0	4
Need different course or program	1	4	5
Health	1	0	1
Other[1]	2	3	5
Total	12	11	23

[1] Other specified constraints:

"No time."
"I work nights."
"My husband doesn't want me to."
"They wouldn't let me take the course."
"I already had this one before."

TABLE 146

A List of Educational/Training Programs Identified by Forty-six Rural Low Income Adults

Respondent ID	Educational/Training Programs Identified	
	Most Important	Also Need
01	Crops, dairy	
02	Sewing, cooking	
03	Farming	Basic education
04	Art courses	
05	Electronics	
09	Nursing	Child care
10	Carpentry	Auto mechanics
13	L. P. N.	Typing
16	Auto body repair	
17	Secretarial	H. S. equivalent
19	Arts, crafts	Advanced sewing
20	Auto mechanics	
22	Secretarial	
23	Upholstery repair	Sewing
24	Nurse's aide	
25	Secretarial	
28	Social work	
31	L. P. N.	
33	Commercial sewing	

TABLE 146 (Continued)

Respondent ID	Educational/Training Programs Identified	
	Most Important	Also Need
35	Nursing	
37	Truck driver	
38	Short order cook	
39	Barbering	
40	Basic education	
41	Auto partsman	
42	Nursing	
44	Basic education	H. S. equivalent
45	Carpentry	
46	Painting & drawing	
47	Nursing	
49	L. P. N.	
51	Secretarial	
52	Plumber	
53	Beautician	H. S. equivalent
54	Carpentry	
55	Nurses' training	H. S. equivalent
56	Auto mechanic	
57	Beautician	
58	Assembly work	
61	Commercial sewing	

TABLE 146 (Continued)

Respondent ID	Educational/Training Programs Identified Most Important	Also Need
65	Farm records	
66	Agriculture	
67	Agriculture	
71	Building construction	
72	Crafts	
73	Office work	

TABLE 147

Frequency of Anticipated Constraints to Participation in Desired Educational/Training Programs for Thirty-three Rural Low Income Adults Grouped by Sex

Anticipated Constraint	Sex Male	Female	Total
Transportation	1	9	10
Cost	3	8	11
Family obligations	1	13	14
Health	1	2	3
Other[1]	7	1	8
Total[2]	13	33	46

[1] Other specified constraints:

"No time" (2)
"Job or work" (5)
"too tired" (1)

[2] There were ten male and twenty-three female respondents.

APPENDIX Q

SURVEY WEEK EMPLOYMENT HISTORY
DESCRIPTIVE DATA

Part-time Employment

If during the survey week and/or a usual work week a respondent reported fewer than thirty-five hours of employment, he was asked to judge which response alternative to Item 4 was most appropriate. The frequency summary of reason for less than thirty-five hours of weekly employment for thirteen rural low income adults is revealed in Table 148.

TABLE 148

Frequency of Reason for Less Than Thirty-five Hours of Weekly Employment for Thirteen Rural Low Income Adults Grouped by Reference Week

	Reference Week		
Reason Cited	Survey Week	Usual Work Week	Total
Slack work	1	0	1
Bad weather	1	0	1
Illness	1	1	2
Personal matters	1	1	2
Do not want full-time work	0	1	1
Full-time work week under thirty-five hours	0	3	3
Other[1]	1	2	3
Total	4	9	13

[1] Other specified reasons:
"Pregnancy."
"On vacation."
"Argument with supervisor."

Inspection of the data revealed approximately two-thirds of the respondents who reported less than thirty-five hours of weekly employment could be classified as part-time workers.

Amount of Weekly Employment Income

Table 149 shows the mean hourly wage received during the survey week by employed rural low income adults grouped by type of employment. The data reveal the nonfarm segment received a mean of $1.76 hourly during the survey week. Respondents reporting farm employment received $.53 hourly during the survey week. This latter data did not include cash equivalency on noncash benefits.

TABLE 149

Mean Hourly Wage by Type of Employment for Employed Rural Low Income Adults Grouped by Current Participation in Employment

Employment Group	Type of Employment Farm	Nonfarm	Total
1	$.47	$1.74	$ .96
2	.89	1.83	1.70
3	.00	1.51	1.51
Total	.53	1.76	1.30

The mean usual hours of weekly nonfarm employment and mean hourly wage for rural low income adults grouped by sex is summarized in Table 150.

Females employed during the survey week appear to work fewer hours and receive less hourly wages than males.

TABLE 150

Mean Usual Hours of Weekly Nonfarm Employment and Mean Hourly Wage for Rural Low Income Adults Grouped by Sex

Sex	Mean Hours of Weekly Nonfarm Employment	Hourly Wages
Female	27.56	$1.19
Male	42.94	1.97

Current Nonemployment Income

There were twenty family units who reported receiving nonemployment income from one or more sources during the survey week. The data in Table 39 revealed twenty-four family units reported receiving nonemployment income during 1971. The frequency of receiving nonemployment income by source during the survey week/1971 is summarized in Table 151. There were twenty-eight family units, 65.12 percent of the forty-three family units, who reported nonemployment income during 1971/survey week. Inspection of the data reveal the incidence of nonemployment income is not static over a period of approximately fifteen months. Eight family units who reported nonemployment income during 1971, did not report any for the survey week. There were four family units who did not report any nonemployment income during 1971 but did so for the survey week. There did appear to be little movement into or out of welfare assistance.

TABLE 151

Frequency of Receiving Nonemployment Income During the Survey Week/1971 by Source

1971 Sources of Nonemployment Income	Current Sources of Nonemployment Income (Refer to number variables at left of table)						
	1	2	3	4	5	6	Total
1. Disability or workmen's compensation	—					2	2
2. Social security		1	2			3	6
3. Unemployment benefits			5			2	7
4. Welfare assistance				8		1	9
5. Other					—		
6. None			2		2		4
Total		1	9	8	2	8	28

Current (Last) Occupation

Data collected with Item 7 were used to describe the number of years with last employer, industry classification, class of worker, and major occupation group.

Number of Years With Current (Last) Employer

Table 152 reveals the mean years with the current or last employer by the employed and not employed respondents grouped by their current participation in employment. There were thirty-four currently employed and thirty-three previously employed respondents. Six female respondents reported they had never held employment including that of unpaid labor.

TABLE 152

Mean Years With Current (Last) Employer for Rural Low Income Adults With Employment Experience Grouped by Current Participation in Employment

	Employment Group			
Employer	1	2	3	Total
Current	4.25	6.14	6.50	5.29
Last	1.50	2.42	7.29	3.39

The currently employed reported a mean job tenure of 5.29 years with their current employer. Respondents with employment experience and not currently employed reported a mean job tenure of 3.39 years with their last employer.

Industry Classification

With the aid of the Standard Industrial Manual (U. S. Department of Commerce, 1967), the investigator coded the responses to the type of industry by respondents with employment experience. The frequency of current (last) employment by industrial sector for respondents with employment experience grouped by sex is summarized in Table 153.

TABLE 153

Frequency of Current (Last) Employment by Industrial Sector for Rural Low Income Adults With Employment Experience and Grouped by Sex

Industrial Sector	Employment					
	Current			Last		
	Female	Male	Total	Female	Male	Total
Agriculture	3	6	9	1	0	1
Manufacturing	1	7	8	8	3	11
Nonmanufacturing	8	9	17	12	9	21
Construction	(0)	(3)	(3)	(0)	(5)	(5)
Transportation	(0)	(4)	(4)	(0)	(0)	(0)
Wholesale and retail trade	(2)	(0)	(2)	(3)	(1)	(4)
Services	(6)	(2)	(8)	(9)	(3)	(12)
Total	12	22	34	21	12	33

The data revealed one-half of the currently employed were engaged in the nonmanufacturing employment sector. One-half of the currently employed females were engaged in the services industry.

Three-fourths of the males who were not employed during the survey week last experienced employment in the construction and services industries. The manufacturing sector and the services industry accounted for more than three-fourths of the responses of females reporting on their last employment.

Class of Worker

Ten of the thirty-four currently employed respondents reported they were self-employed. There were eight farmers, one laborer, and one service worker. Six of the respondents reporting on their last employment said they were self-employed: two carpenters, two private household workers, and an electrician.

Major Occupation Group

Respondents with employment experience were asked to describe the kind of work they were doing or had last experienced if not employed. The responses were then coded by major occupation group. Table 154 reveals the frequency of current (last) employment by major occupation group for the respondents with employment experience grouped by sex. The currently employed males were primarily laborers or farmers. Currently employed females were primarily service workers and laborers.

There were only two occupation groups that did not have representation from females reporting on previous employment: transport equipment operators and farm laborers.

Seeking Employment

These data were discussed in Appendix N.

Homemaker

There were twenty-five females who described themselves as homemakers and were classified as nonparticipants in the work force. With these twenty-five respondents the following data were sought: number of years since last employment, reason for current nonparticipation, interest in part-time employment, interest in full-time employment, and required hourly wage.

TABLE 154

Frequency of Current (Last) Employment by Major Occupation Group for Rural Low Income Adults With Employment Experience and Grouped by Sex

Major Occupation Group	Employment					
	Current			Last		
	Female	Male	Total	Female	Male	Total
Professional, technical, and kindred	0	0	0	2	0	2
Sales	2	0	2	1	0	1
Clerical and kindred	0	0	0	1	2	3
Craftsmen, foremen and kindred	0	3	3	1	4	5
Operatives except transport	0	1	1	3	2	5
Transport equipment operators	0	2	2	0	0	0
Laborers, except farm	2	10	12	4	4	8
Farmers and farm managers	3	5	8	1	0	1
Farm laborers and farm foremen	0	1	1	0	0	0
Services workers except private household	5	0	5	5	0	5
Private household	0	0	0	3	0	3
Total	12	22	34	21	12	33

Table 155 shows the frequency of reason for current nonparticipation by twenty-five respondents who described themselves as homemakers during the survey week. Fifty-six percent of the respondents cited the presence of children as the most important constraint to employment. The constraints of health and a negative attitude of the husband were cited by an additional 32 percent of the respondents.

TABLE 155

Frequency of Reason for Nonparticipation in the Work Force for Rural Low Income Homemakers

Reason for Nonparticipation	Number	Percentage
Health	5	20.00
I have children that need to be cared for	14	56.00
My husband doesn't want me to work out	3	12.00
Other[1]	3	12.00
Total	25	100.00

[1] These responses were:

"I'm too old."
"I wouldn't be able to find a good job."
"Transportation."

After identifying the most important reason for current nonparticipation in the work force, the respondents were asked to express their interest in becoming employed if the constraint were no longer a problem. Two categories of employment were identified: part-time and full-time work. The respondents were also asked to establish a required hourly wage.

Five of the twenty homemakers selected the "strongly disagree" response alternative to the part-time and full-time employment categories and declined to establish a required hourly wage. Four of these respondents had cited the children constraint, and the remaining respondent had cited, "I wouldn't be able to find a good job." Two of the five homemakers reported employment experience.

Table 156 reveals the mean number of years since last employment, interest in part-time employment, interest in full-time employment, and required hourly wage for the twenty respondents who established a required hourly wage. A mean of 9.41 years had elapsed since seventeen respondents with employment experience last held a job. Respondents who cited the children constraint appeared to have been employed more recently than respondents who cited a constraint other than children.

To obtain a mean response for each constraint group on interest in part-time and full-time employment, a score was assigned to each response alternative, i.e., strongly agree = 5 points, agree = 4 points, undecided = 3 points, disagree = 2 points, and strongly disagree = 1 point. A high score indicates a respondent was positively interested in locating part-time/full-time employment.

Part-time employment with an observed mean score of 3.95 appears to be somewhat more desirable to both groups than full-time employment. Respondents citing the constraint of children appear to be least desirous of full-time employment.

TABLE 156

Number of Years Since Last Employment, Interest in Part-time Employment, Interest in Full-time Employment, and Required Hourly Wage for Homemakers Grouped by Type of Constraint to Employment

Item	Type of Constraint					
	Children		Other Than Children[1]		Total[2]	
	Number	Mean	Number	Mean	Number	Mean
Number of years since last employment[3]	7	4.0	10	13.2	17	9.41
Interest in part-time employment[4]	10	3.8	10	4.1	20	3.95
Interest in full-time employment[4]	10	3.0	10	3.7	20	3.35
Required hourly wage	10	$1.87	10	$1.77	20	$1.84

[1] Consisted of the following reasons for nonparticipation presented in Table 155:

"Health."
"My husband doesn't want me to work."
"Other."

[2] Five of the twenty-five homemakers were not interested in employment.

[3] Did not include three homemakers who reported they had never experienced employment.

[4] Response alternatives:

"Strongly agree" (5 points)
"Agree" (4 points)
"Undecided" (3 points)
"Disagree" (2 points)
"Strongly disagree" (1 point)

The required hourly wage was $1.84 for the twenty respondents. This was slightly more than the mean nonfarm hourly wage of $1.76 during 1971 reported in Table 149.

Reason for Not Being Able to Work

Five respondents reported they were currently unable to work. The four males and one female all reported their health prevented employment. They also had mean scores of 4.60 on self-rating the effect of health on kind of work and 4.20 on self-rating the effect of health on amount of work.

Labor Force Withdrawal

Three male respondents were neither employed or unemployed during the survey week. When asked the reason for current nonemployment, all three reported they had been laid off. All three also cited the "seasonal or temporary work completed" response alternative to the reason for leaving their last job. They reported no employment for 18, 24, and 24 weeks respectively.

APPENDIX R

1967-1971 EMPLOYMENT HISTORY DESCRIPTIVE DATA

The data reported in this section were collected with the Work History: 1967-1971 Data Instrument (Appendix G).

Occupational Mobility

Data were collected to reveal the occupational movement of the rural low income respondents according to major industry, major occupation group, and major occupation category from 1967 to 1971.

Tables 157 and 158 show the frequency of employment by major industry during 1967 and 1971 for rural low income females and males respectively. As an example of how these data may be interpreted, Table 158 reveals there were nine males engaged in the agriculture, forestry industry during 1967. Five years later, four were experiencing employment in either mining, manufacturing, or services industries. The fifth respondent was not employed during 1971.

Approximately one-third of the thirty-two males reporting employment during both 1967 and 1971 were employed in a different industry during 1971 than they reported for 1967. The most transitory industries appear to be agriculture, manufacturing, and services. Agriculture-forestry was characterized by outward movement while the manufacturing and services industries were characterized by movements in both directions.

Table 157 shows seventeen females reported employment during 1967. Five years later 29.41 percent continued to experience employment in the same industry, 41.18 percent were employed in a different industry, and 29.41 percent were no longer employed. Manufacturing and services appear to be the most transitory industries for females.

TABLE 157

Frequency of Employment by Major Industry for Rural Low Income Females During 1967 and 1971

1967 Major Industry	1971 Major Industry (Refer to the numbered major industries at left of the Table) 1	2	3	4	5	6	7	8	9	10	Total
1. Agriculture, forestry	2										2
2. Mining		—									0
3. Construction			—								0
4. Manufacturing	1			—				2		1	4
5. Transportation					—						0
6. Wholesale and retail trade						1				1	2
7. Finance, insurance, and real estate							—				0
8. Services				3		1		2		3	9
9. Government									—		0
10. Nonparticipant				2				2		18	22
Total	3	0	0	5	0	2		6	0	23	39

TABLE 158

Frequency of Employment by Major Industry for Rural Low Income Males During 1967 and 1971

	1971 Major Industry										
	(Refer to the numbered major industries at left of the Table)										
1967 Major Industry	1	2	3	4	5	6	7	8	9	10	Total
1. Agriculture, forestry	4	1		2				1		1	9
2. Mining		2									2
3. Construction			6		1						7
4. Manufacturing	1			3				2		1	7
5. Transportation					3						3
6. Wholesale and retail trade						1		1			2
7. Finance, insurance, and real estate							—				0
8. Services		1		2				1			4
9. Government									—		0
10. Nonparticipant										—	
Total	5	4	6	7	4	1	0	5	0	2	34

Tables 159 and 160 reveal the frequency of employment by major occupation group of rural, low income females and males respectively for 1967 and 1971. Inspection of the data on females shows two kinds of mobility, employment and occupational. Of the seventeen females reporting employment during 1967, five reported they were not employed during any of 1971. Four of the sixteen employed females during 1971 reported no employment for 1967.

There were twelve females reporting employment during 1967 and 1971. Only four were employed in the same major occupation group during 1971 as reported five years earlier. Since the twelve females were represented in seven major occupation groups, there was an absence of visible patterns in gross major occupation shifts.

Table 160 data on the males reveals nearly three-fifths of the respondents, reporting employment during 1967 remained in the same major occupation group five years later. Most of the occupation shifts were within a relatively narrow range. As one example, there were five males classified as craftsmen, foremen, and kindred workers for 1967. Five years later one of these respondents was classified as an operative worker.

Table 161 shows the frequency of employment by major occupation category of rural low income females and males for 1967 and 1971. Females report more diversity of employment than males. A majority of the males reported blue collar employment for both 1967 and 1971. Their major shift was that observed on farm employment. Of nine who were farm workers during 1967, four had shifted to blue collar work.

TABLE 159

Frequency of Employment by Major Occupation Group of Rural Low Income Females for 1967 and 1971

	1971 Major Occupational Group (Refer to the numbered major occupational groups at left of Table)													
1967 Major Occupational Group	1	2	3	4	5	6	7	8	9	10	11	12	13	Total
1. Professional, technical, and kindred	—												2	2
2. Managers and administrators, except farm		—												0
3. Sales			1					1						2
4. Clerical and kindred			1	—										1
5. Craftsmen, foremen and kindred					—									1
6. Operatives, except transport						—							1	1
7. Transport equipment operators							—							0
8. Laborers, except farm								1	1			1		3
9. Farmers and farm managers									1					1
10. Farm laborers and farm foremen									1	—				1
11. Service workers, except private household								2			1		2	5
12. Private household												—		0
13. Nonparticipant								2			2		18	22
Total	1	0	2	0	0	0	0	6	3	0	3	1	23	39

TABLE 160

Frequency of Employment by Major Occupation Group of Rural Low Income Males for 1967 and 1971

	1971 Major Occupational Group (Refer to the numbered major occupational groups at left of Table)													
1967 Major Occupational Group	1	2	3	4	5	6	7	8	9	10	11	12	13	Total
1. Professional, technical, and kindred	—													0
2. Managers and administrators, except farm		—												0
3. Sales			—											0
4. Clerical and kindred				—				1					1	2
5. Craftsmen, foremen and kindred					4	1								5
6. Operatives, except transport						1								1
7. Transport equipment operators							1							1
8. Laborers, except farm					2	1	1	10	1					15
9. Farmers and farm managers									2				1	3
10. Farm laborers and farm foremen					1			2	1	1				5
11. Service workers, except private household	1			1							—			2
12. Private household												—		0
13. Nonparticipant													—	0
Total	1	0	0	1	7	3	2	13	4	1	0	0	2	34

TABLE 161

Frequency of Employment by Major Occupation Category of Rural Low Income
Females and Males for 1967 and 1971

1971 Major Occupation Category	1971 Major Occupation Category (Refer to the major occupation category numbers at left of table)											
	1	2	3	4	5	Total	1	2	3	4	5	Total
1. White collar	2				2	4	1	1				2
2. Blue collar	1	1	1	1	1	5		20	1		1	22
3. Farm			2			2		4	4		1	9
4. Service		1		3	2	6	1					1
5. Nonparticipant		4			18	22						0
Total	3	6	3	4	23	39	2	25	5	0	2	34

Best Job Held

Eleven respondents with employment experience reported they had never experienced a good job. By sex, nine were female and two were male. Six reported their last employment occurred in the service industry.

The respondents who identified either the current (last) employment or a different job than current (last) employment were asked to describe why this was their best job to date. The investigator grouped the responses in a manner shown in Table 162. This table reveals the frequency of job satisfaction of fifty-six rural low income adults grouped by best job identified. Since seventy-five descriptive factors were identified, the frequencies total more than the number of respondents.

TABLE 162

Frequency of Job Satisfactions of Rural Low Income Adults Grouped by Best Job Described

	Best Job Described		
Job Satisfactions	Current (Last) Job, N = 35	Different Job Than Current (Last), N = 21	Total
Interesting job	14	14	28
Job environment	18	5	23
Pay	7	8	15
Distance to work	6	0	6
Other[1]	3	0	3
Total	48	27	75

[1] The following responses were included in this category:

"I don't know why." (2)
"Only work I know." (1)

Fifty percent of the responses were in the judgment of the investigator describing some intrinsic aspect of job satisfaction. Stated as "interesting job" in Table 162, two-thirds of the respondents describing a different job than current (last) employment identified an intrinsic job satisfaction. Approximately 40 percent of those who thought the current (last) job was the best one held to date described an intrinsic aspect of job satisfaction.

The extrinsic aspects of job satisfaction appeared to consist of the job environment, pay, and distance to work. The environment where the work was performed was important to more than 50 percent of those who were describing their current (last) employment. The job environment category accounted for slightly more than one-fifth of the respondents describing a different job than the current (last) employment.

Pay accounted for approximately one-fourth of all responses.

Distance to work was not identified by any of the respondents describing different job than their current (last) employment.

Although not shown in Table 162, two-thirds of the respondents describing their current (last) job as the best to date were also currently employed. The currently employed accounted for less than two-fifths of the second group.

The twenty-one respondents who identified a different job than current (last) employment were asked to identify the reason why they no longer were employed in this job. "Laid off," "personal, family reasons," and "business no longer operative" accounted for nearly 80 percent of the responses.

VITA

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He received the degree of Bachelor of Science, Agricultural Education, from the University of Vermont in 1957. In 1970 he received the degree of Master of Science, Agricultural Education, from the University of Illinois, Urbana-Champaign. He was admitted to the University of Illinois as a doctoral candidate in vocational and technical education in 1970.

He was an agricultural occupations teacher in Vermont for ten years.

He was awarded an EPDA Fellowship from Vermont for graduate study in 1970.